Leadership Styles Effect on Employees’ Work Ethic

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Introduction
- Different interpretations of leadership help define how each leadership style has a unique factor to influence the work ethic and performance of an individual.
- With the proper leadership skills, leaders will portray techniques to develop employees' abilities.
- Greater work satisfaction, increased productivity, and a desire to succeed personally are positive factors from how a leader's influence can enhance employees' motivation and work ethic.
- Motivating others and enhancing their performance draws a focus to the five most common leadership styles: autocratic, transactional, democratic, and transformational.

Research Questions
- Is there a relationship between leadership styles and forms of work ethic?
- Which leadership style has a better outcome on the growth of an employee’s work ethic and performance?

What is Leadership?
- The act of influencing an individual or group to achieve a goal.
- A leader using their own vision to assist in enhancing the standards and performance of another individual.
- The 3 P’s of leadership are (Walter, 2017)
  - **Passion**: drives a leader's motivation
  - **Performance**: physically, emotionally, and spiritually.
  - **Purpose**: clarity of what the goal is shapes a leader's life as they want to meet the target, with the help of communication.
- People: With the help of teamwork, people are influenced by support & challenges that lead to change and success in a business.

Leadership Styles
- **Autocratic**: Decision making without the input of others to get consistent results
- **Democratic**: Values the input of team members to help make decisions as a group.
- **Laissez-faire**: Limited direct supervision and feedback
- **Transactional**: Providing incentives and punishment based on performance (IMD, 2020)
- **Transformational**: Rely on communication during tasks to meet goals while focusing on personal beliefs, values, standards, and emotions of each employee (Leaders.com Editorial Staff, 2021)

Findings
- The relationship between leadership styles and work ethics impact the functioning of the organization as establishing respect, openness, honesty, and responsibility develop a positive community.
- When a leader uses the mission of an organization as their focus to promote growth in the business, they develop a commitment to ethical behavior, mandating all employees to conduct at a high level of work performance.
- Leaders have a goal to influence others while improving their skills and abilities. An ethical leader strives to develop a positive relationship where respect, fairness and responsibility are key factors to success of a business and its employees.
- Transformational leadership is the best style, as it is the one style that makes it a priority for change to occur for the better of the business. The involvement of people coming together to reach a common goal represents a supportive environment where visions are executed.

Transformational leadership shows the personality of a leader through their communication style and emotional intelligence.
- Being able to give direction for creativity to progress a person’s motivation, ethical behavior and job satisfaction shows that transformational leadership is meant to establish positive changes in themselves and workplace.
- Knowing your leadership style enhances your chances of better success.
- Working in an open-minded, stress-free, goal-oriented business is what activates a successful attitude and performance.

Tropical Smoothie Café
- Promotes a tropical fun, relaxing environment with unique flavor combinations (TSC, 2021)
- A café that creates a combination of bold and tasty fruits and vegetables to enhance a healthy lifestyle
- Management uses a mix of transactional (incentives), democratic (teamwork), and transformational leadership to ensure goals are met.

References


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Significance of Conclusion

(Chandler & Here, 2017)