



## A Study of Leadership Traits With Respect To Effectiveness of The Leader"-A Comprehensive Study of All Traits

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**ABSTRACT**

Leader is key factor of any organization if its thinks of growth. Good leadership is not born but he is developed by persistent efforts from himself and group. The study of various traits will highlight on basic traits which can be developed over a period of time. The Author has motive to find out all the traits and study the main issues of leaders in the society . A leader is important in any organization to develop the organization on large scale and satisfy the needs of the society. Leadership can be studied in a scientific way so that we can create good leaders in organization to befit the society at large .

### KEYWORDS

Traits, Leader , Skills , Effectiveness Behavior, Interpersonal skills , habits.

### Introduction

The leader and leadership traits are of different types in short energy, emotional stability knowledge of human nature and personal motivation are key factors by which we can keep them at top list to improve.

There are many different views on what is meant by "Leadership". Basically, it is the relationship between a superior and a subordinate or fellow worker which "triggers a person's will-to-do and transforms lukewarm desires for achievements into burning passions for successful accomplishment. Douglas McGregor in his book *The Human Side of Management* specified the following four main variables of the leadership relationship : The characteristics of the leader . The attitude, needs and personal characteristics of the followers; The characteristics of the organization, such as its basic purpose, habits, customs, traditions structure, nature of tasks performed, etc.

The social, economic, and political milieu. Tannenbaum defines leadership as – "Interpersonal influence, exercised in situations and directed, through the communication process, towards the attainment of goals." As per Terry – "The relationship in which one person, or the leader, influences other to work together willingly on related tasks to attain that which the leader desires." There are two approaches to the Leadership – one is task approach and second is traits approach.

### 1. LEADERSHIP TRAITS :

There are certain qualities, traits and attitudes which, if present in the leader, are likely to result in more effective leadership.

- Energy –both mental and physical, required for a job
- Emotional Stability – which enables a leader to act with self-confidence, avoid anger and deal with his subordinates with understanding.
- Knowledge of Human Relations – which requires an understanding of human behaviour.
- Empathy which enables him to look at things objectively and from another's viewpoint.
- Objectivity which prevents him from getting emotionally involved.
- Personal Motivation – that is, enthusiasm within himself to get the job done.
- Communication Skill, that is, the ability to talk and write clearly and forcefully
- Teaching Ability - which enables him to inspire his subordinates
- Social Skill which enables him to understand people and

know their strength and weaknesses and presents him as a friendly person, and

- Technical Competence – which provides him with an effective working knowledge and insight of the operations under his guidance. According to Field Marshall Viscount Slim following six basic qualities, primarily for military leadership :
- Courage
- Will-power
- Judgments
- Flexibility
- Knowledge
- Integrity

### 2. A Few More – Important Traits:

There are some further qualities which have been mentioned by others and are of some significance as good leadership qualities :

**Physical and Nervous Energy** : Physical and nervous energy is obviously necessary to provide the leadership with the 'drive' so essential and the 'endurance' which is necessary in connection with both mind and body to lead appropriately. A leader must have unflinching enthusiasm to continue under stress and strain as his subordinates rely on him.

**Ability to Relax:** This extra ability to relax is a must for a leader. Many great leaders have been credited with this quality. During the War years, Winston Churchill escaped from his London office to the countryside or the sea. Pandit Nehru had a fascination for the Himalayas and other hill stations. Albert Einstein would take to the violin during leisure. Persuasiveness : The ability to persuade another to one's own point of view can be the highest leadership quality. A leader can with this quality make persons under him "want to do what he wants them to do". Knowledge of Human Beings : Above all, what is needed is an understanding of human beings – an understanding of their needs, emotions, feelings etc., which at times is described as "empathy."

**Decisiveness and Initiative** : A leader must be decisive. Whatever technique he may use, including the participative one, he has to take the decision. He must have the initiative. He cannot indulge in "to be or not to be" attitude of Prince Hamlet. However, here it is not the rigidity of decision which is the quality of an autocrat. He must have flexibility in decision-making but ultimately he must be decisive and take the initiative where necessary. He must be assertive though not necessarily aggressive.

**Creativity and Vision :** Finally the most important quality of a good leader is creativity. Instead of using the word creativity some authors prefer the word vision. All great men or leaders were marked by vision of the nature of their times and vision which made them see or look forward to what had hitherto to been imagined. Leadership has received the attention of psychologist, sociologists, political scientists, and certainly management scientists. There is still a growing interest in leadership, which has been defined in different ways. Leadership can, however, be simply defined as the act of making an impact on others in a desired direction. In this sense, leadership is a broader term than management. Managers can run organizations effectively, but only leaders can build them.

### **Conclusion**

The Leadership will have good impact on the organization. The author has discussed theoretical aspects of the leadership traits and leadership skills which have been disused to improve the organization and its effectiveness. The Leadership is very important and dynamic topic in Management. The Author has done a extensive research study on these traits and has found out the way to improve effectiveness. Its only theory part discussed in the paper. The Comprehensive study is done for all traits of leadership.

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