

DEMOCRATIC OR AUTHORITARIAN: TYPE OF LEADERSHIP PREFERRED BY AN INDIVIDUAL

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ABSTRACT

This study aims to measure which type of leadership is preferred by people more. In this study leadership Preference Scale- LPS has been used to find out the result for the topic it was developed by L.I Bhushan in 1995 measure the two types of leadership which are democratic and authoritarian leadership. The sample size was one person and the result of the study was that the participant preferred democratic form of leadership rather than authoritarian.

Keywords: Democracy, Leadership, Authoritarian leadership.

Introduction

Leadership is the process of influencing others in a manner that enhances their contribution to the realization of group goals. Through leader fairness, respect, and other rhetorical behaviors, leaders become entrepreneurs of identity, creating a shared sense of “us.” Personality research reveals contextual variability in correlations with leadership outcomes, suggesting that situational parameters exert their own influence over the influence of would-be leaders.

Successful transactional leadership is predicated upon a shared social identity, and transformational leadership can help create that identity. Group members have shared beliefs about what makes a leader, with these beliefs themselves fluctuating with changes in the group and intergroup context. Approaching the analysis of leadership from a psychological group perspective allows us to understand leadership literature as an integrated oeuvre that provides insight into leadership’s foundation.

There are some characteristics of good leadership which are as following:

1. Effective communication

2. Trustworthy
3. Decisive
4. Independent thinker
5. Positive
6. Humility
7. Conflict resolution
8. Visionary
9. Team builder
10. Personable
11. Appreciative

There are two types of leadership:

Democratic leadership: Democratic leadership, also known as participative leadership or shared leadership, is a type of leadership style in which members of the group take a more participative role in the decision-making process. Everyone is given the opportunity to participate, ideas are exchanged freely, and discussion is encouraged. While the democratic process tends to focus on group equality and the free flow of ideas, the leader of the group is still there to offer guidance and control.

Authoritarian leadership: Authoritarian leadership, also known as autocratic leadership, is a management style in which an individual has total decision-making power and absolute control over his subordinates. An authoritarian leader makes decisions on policies, procedures and group objectives with little or no input from his or her team members or followers. Using this type of leadership prevents the chances of projects getting sidelined by a lack of organization or solid deadlines, and allows team members to concentrate on particular tasks without having to participate in the complex decision-making process. Authoritarian leadership can also be advantageous in cases where the leader is the most knowledgeable person in an organization.

Leadership is an important function of management which helps to maximize efficiency and to achieve organizational goals. The following points justify the importance of leadership in a concern.

Initiates action- Leader is a person who starts the work by communicating the policies and plans to the subordinates from where the work actually starts.

Motivation- A leader proves to be playing an incentive role in the concern's working. He motivates the employees with economic and non-economic rewards and thereby gets the work from the subordinates.

Providing guidance- A leader has to not only supervise but also play a guiding role for the subordinates. Guidance here means instructing the subordinates the way they have to perform their work effectively and efficiently.

Creating confidence- Confidence is an important factor which can be achieved through expressing the work efforts to the subordinates, explaining them clearly their role and giving them guidelines to achieve the goals effectively. It is also important to hear the employees with regards to their complaints and problems.

Building morale- Morale denotes willing co-operation of the employees towards their work and getting them into confidence and winning their trust. A leader can be a morale booster by achieving full co-operation so that they perform with best of their abilities as they work to achieve goals.

Builds work environment- Management is getting things done from people. An efficient work environment helps in sound and stable growth. Therefore, human relations should be kept into mind by a leader. He should have personal contacts with employees and should listen to their problems and solve them. He should treat employees on humanitarian terms.

Co-ordination- Co-ordination can be achieved through reconciling personal interests with organizational goals. This synchronization can be achieved through proper and effective co-ordination which should be primary motive of a leader.

Review of literature

Researchers have concluded studies about the need and preference of leadership in various organization and educational areas. Singh and Khanduri (2013) found out that high activists are found significantly higher on their leadership preferences in comparison to low activists in all locations. They seek more encouragement & reinforcement from the interpersonal relationship of the members of society and are involved more with members for the objectives of the group. The low activists are supported as authoritarian leaders preferring to determine and dictate their policies by themselves. Kumar and Singh (2016) have found out that there is significant

relationship between social maturity and leadership preference among the educated youth.

Kataria (2016) in her research paper which was to study the gender differences on leadership style and prejudice among college students and they found out that compared to girls which indicate that boys are more prejudiced than girls. There is a significant gender difference observed on prejudice. It means the genders differ in prejudice. It can be concluded that men and women differ in their expression of prejudice, but our understanding of the underlying motivations or alternate explanations is lacking. Prajapati (2018) reveals that there was no significant difference in the leadership behavior between the participants of team games and individual sports. The leadership behavior scores of the players also influenced by the behavior of their coaches, teammates, and the practice environment. Najat and Dar (2017) conducted a research on two different universities one of female and one of male to find out the student leadership preference among pg students and as a result they concluded that The male and female universities show significant differences in their leadership preference level. Females were found more authoritative than males.

Description of the test

This scale was developed by L.I Bhushan in 1995. The leadership preference scale is developed to measure the two types of leadership one is democratic leadership which means positive and authoritarian leadership which means negative. There are a total of 30 questions in this scale which are given with 5 alternative option as an answer.

Reliability of the test

In order to ascertain the reliability of the scale, both the internal consistency and temporary stability were determined. Using the responses of 100 students the coefficient of internal consistency is corrected by spearsman-brown formula was found-74. The retest was again done after four weeks on 50 students and test-retest reliability coefficient was found 79.

Validity of the test

To ascertain whether the LPS was a valid measuring tool the content and construct validities were determined. The behavioral dimensions and characteristics on which the test items were constructed were quite explicitly mentioned. For determining the construct validity of the scale it was hypothesized on the basis of review of literature made that the LPS scored would be negatively correlated with the scores obtained on the f-scale of intolerance ambiguity, extraversion and neuroticism scale and positively correlated with the scores obtained the A-S Reaction study. The result obtained (Bhushan 1970) shows that the scale possesses construct

validity.

Methodology

Subject Preliminary

Name: TM

Age: 23

Educational Qualifications: PG

student Gender: Female

Material Required: Paper, Pencil, questionnaire, Manual & stopwatch.

Rapport Formation: The participant was made to sit comfortably. The participant was engaged in an informal conversation to make them feel relaxed. Once it was ensured that they are comfortable, the test was introduced. The instructions for the test were given to the participant.

The participant was assured that their results would be kept confidential and not shared with anyone. If the participant had any query, it was addressed, and the administration was started.

Instructions

Some statements are mentioned in the next page. Some people agree or disagree with the idea (thought) of every statement. Read every statement carefully and see that whether you agree or disagree with it. For your convenience five answers are given beside every statement 5 (strongly agree), 4 (agree), 3 (uncertain), 2 (disagree) and 1 (strongly disagree).

Introspective Report

“I started with the task and some were very easy. But some of the task was not so difficult and she was not interrupting me, much time was given to me for completing the task”

Observational Report

The subject was at ease and wanted to start with the task he was made understood with form of task it is.

Scoring

Leadership Preference Scale-LPS is self reported questionnaire. It has 30 items for two dimensions, democratic and authoritarian leadership. Each question has 5 alternative options which are 5 (strongly agree), 4 (agree), 3 (uncertain), 2 (disagree) and 1 (strongly disagree).

Result

Result table of the participant with total score

Dimension	Total score
Democratic Leadership	58
Authoritarian Leadership	45

Discussion

Leadership Preference Scale- LPS it was developed by L.I Bhushan in 1995 measure the two types of leadership which are democratic and authoritarian leadership. Leadership is the process of influencing others in the manner that enhances their contribution to the realization of group goals. Through leader fairness, respect, and other rhetorical behaviors, leaders become entrepreneurs of identity, creating a shared sense of “us.” Personality research reveals contextual variability in correlations with leadership outcomes, suggesting that situational parameters exert their own influence over the influence of would-be leaders.

Leadership matters a lot in life as because it teaches us to be disciplined and keep discipline,one leader always need to be humble towards the other team members give them respect and treat them equally, he/she should always remember if the he/she has the team then they should work together as one, and should know how to avoid or solve a conflict. A leader is basically a role model for his/her team member so leader should know or choose wisely what kind of leader he/she needs to be.

There are two types of leadership

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Authoritarian leadership: Authoritarian leadership, also known as autocratic leadership, is a management style in which an individual has total decision-making power and absolute control over his subordinates. An authoritarian leader makes decisions on policies, procedures and group objectives with little or no input from his or her team members or followers. Using this type of leadership prevents the chances of projects getting sidelined by a lack of organization or solid deadlines, and allows team members to concentrate on particular tasks without having to participate in the complex decision-making process. Authoritarian leadership can also be advantageous in cases where the leader is the most knowledgeable person in an organization.

The results of the participant in this scale are as follows

Democratic Leadership (positive): the participant has scored 58 number which intend represents that the participant wants a leadership in which a person's ideas and thoughts are heard everyone's given with the power of decision making.

Authoritarian leadership (negative): the participant has scored 48 number which intend represents that the participant somewhere agrees and disagrees with the ideology of authoritarian leadership.

Conclusion

In the concluding, both of these leadership in a way or the other are important somewhere leader can't be democratic and needs to be authoritarian just like in military the head always make the decision because that's what he/she is trained for and in offices the leader can ask people to bring up more ideas and present their thoughts.

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