

HUMAN RESOURCE MANAGEMENT LEADERSHIP STYLES

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ABSTRACT

The studies of Leadership and HR-Management share a common goal: Developing a better understanding of how to effectively manage people in organizations. Despite this shared goal, these fields of research remain largely independent, with few studies considering how HRM and Leadership co-determine employee motivation and performance. This state of the literature is deplorable as Leadership and HRM have the potential to counterbalance each other; in theory as well as in research design. In this overview article to this special issue, we first highlight similarities and differences in approaches to people management by mapping key approaches to Leadership and HRM on a value framework. Next, we integrate theory on person-environment fit and strategic HR alignment to map seven possible ways in which Leadership and HRM may interact: Independent, Enactment, Supplementary Fit, Synergistic Fit, Complementary Fit, Perceptual Filter, and Dynamic Fit. We discuss the implications of this theoretical framework for future research that studies the intersection of Leadership and HRM. Human Resource Management (HRM) plays a vital role in all organization's management. The importance of Human Resource Management is to increase the productivity form manpower resources day by day and it became a factor in the organizational strategic management. It gradually increases the human capital and organizational performance by managing them effectively. The HRM must attract the well trained and skilful employees, training; provide guidelines to improve to the Organizations.

Keywords: HRM, Social Values, HR Implements, Political Skill, Transformational Leadership.

Introduction

Human resource management has replaced the traditional concept of labour welfare and personnel management. Human relations approach recognizes human factor as the most important instrument of success in an organization. Fast changing technological development however necessitated new skill development, training of employees and efficiently leaded. People came to be recognized as a valuable resource.

Armstrong (1995) described human resource management is a strategic and logical practice of the organizational management and it's a main valuable asset. HRM is used as employees participate as individual and also jointly to contribute their work to achieve particular organizational goals.

Human Resource Management

Human resource management (HRM or HR) is the strategic approach to the effective and efficient management of people in a company or organization such that they help their business gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. Human resource

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management is primarily concerned with the management of people within organizations, focusing on policies and systems. HR departments are responsible for overseeing employee-benefits design, employee recruitment, training and development, performance appraisal, and reward management, such as managing pay and employee-benefits systems. HR also concerns itself with organizational change and industrial relations, or the balancing of organizational practices with requirements arising from collective and governmental laws.

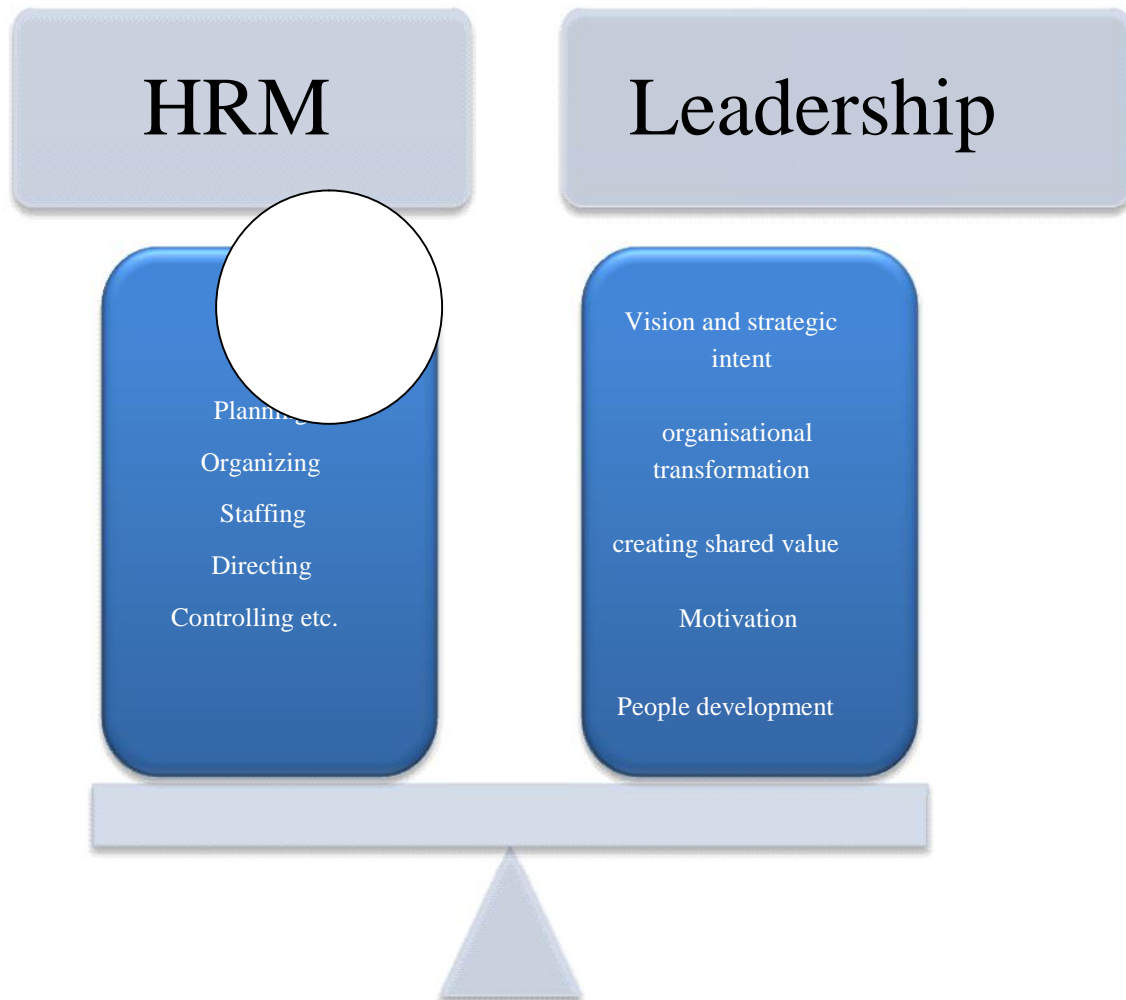
Wendell French-According to HRM, it is the systematic planning and control of a network of basic organizational process, which affect and involve all the members of the organization. These process include human resource planning, function and job design, job analysis, staffing, training and development, performance appraisal and revision, compensation and rewards, protection and representation of employees and organization improvement.

Leadership Style

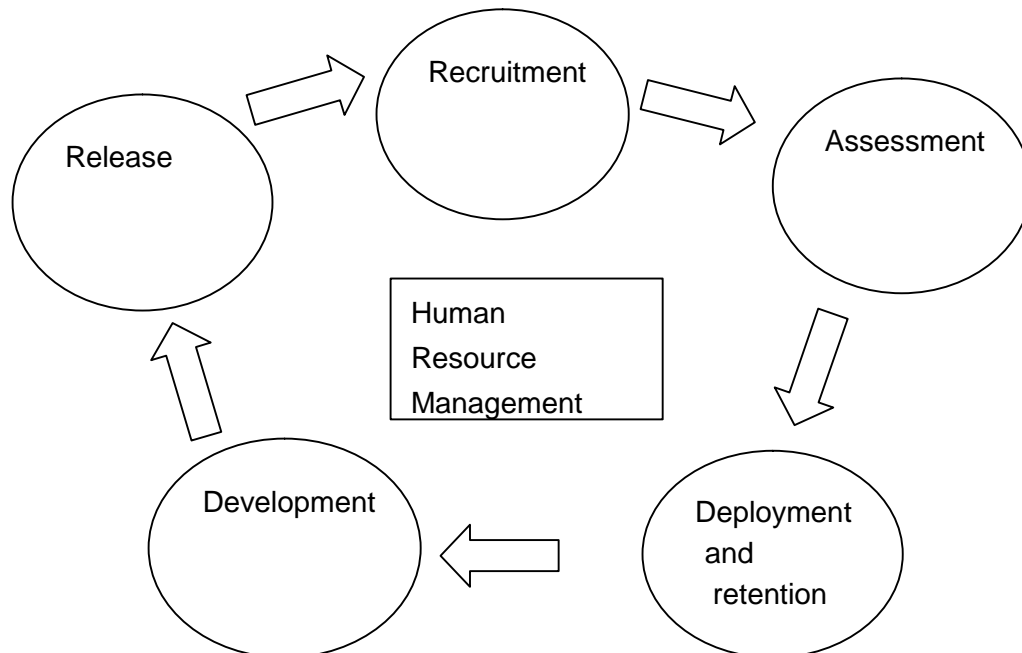
A leadership style is a leader's method of providing direction, implementing plans, and motivating people. Various authors have proposed identifying many different leadership styles as exhibited by leaders in the political, business or other fields. Studies on leadership style are conducted in the military field, expressing an approach that stresses a holistic view of leadership, including how a leader's physical presence determines how others perceive that leader. The factors of physical presence in this context include military bearing, physical fitness, confidence, and resilience. The leader's intellectual capacity helps to conceptualize solutions and to acquire knowledge to do the job. A leader's conceptual abilities apply agility, judgment, innovation, interpersonal tact, and domain knowledge. Domain knowledge encompasses tactical and technical knowledge as well as cultural and geopolitical awareness.

Leadership is the ability of an individual or a group of individuals to influence and guide followers or other member of an organization.

HRM and Leadership



“HRM is the provision of leadership and direction of people in their working or employment relationship.”



Importance of Human Resource Management and Leadership in an Organization

- Human resource management increases the productivity from manpower resources day by day and it became a factor in the organizational strategic management.
- It gradually increases the human capital and organizational performance by managing and leading them effectively.
- An efficient human resource management attracts the well trained and skillful employees.
- The leadership style plays a vital role in HRM because it deals with human (human behavior) which is a basis for an organization development and growth.
- In specific areas like educational institute, business, family, hospital and political organization require an energetic leadership and this can be only through human resource management.

Objective of Human Resource Management and Leadership Style

Human resource management not only help you to work on the theory but also enables you to discover your own style of managing people.

- To teach professionals an innovative approach as compared to the traditional approach to management.
- To provide personalized educational and professional developmental experiences.
- The current changing business practices, technological information revolution have posed new challenges to organization, a throbbing global competition from which to pull out.

Leadership Style used in Human Resource Management

Autocratic Leadership style

This type of leadership style is applicable in certain situations where the staff is not well trained. In some cases where staff does not respond to other forms of leadership can be dealt with autocratic leadership. The approach of autocratic leadership style concerned with the decision making power.

Benefit: This leadership style usually get work done.

Bureaucratic Leadership Style

This leadership style strictly follows the policies, rules, procedures and regulations blindly. This leadership style success where the repetitive work will be done frequently. This kind of leadership well exist where dealing with accounting and cash in each section.

Benefits: Here every problem contains solution instantly without any practice.

Charismatic Leadership Style

In this leadership style, the leader concentrates on himself and try to be a charismatic.

Benefits: This kind of leadership needs many followers to support the leader's views, look after his origin.

Laissez Faire Leadership Style

This kind of leadership style doesn't influence the subordinate by guiding and directing. These leaders make their sub ordinate to make decisions without restrictions and the followers or subordinates make their decisions. This is the current leadership style where the organizations are following. In this style the leader must aware of the knowledge of their subordinates. Here the leader assumes, the staff is trained enough, intelligent and qualified.

Benefits: Each and every group member get the chance to make decisions.

Democratic Leadership Styles

This kind of leadership style is a contribution leadership. Here the leaders consider their subordinates efforts while decision making. The leader educates their group regarding the activities in which they are involving. Though the team participate form the beginning to execute it. It supports the group members in any situation. The democratic style of leadership is most useful if the subordinates are active and active participates in making decisions. **Benefits:** the growth of individuals developed through involvement in organizations operations.

Suggestions

- Leaders in HRM should be a good listener (Be open to hearing what others think).
- Leaders should know when change is needed in HRM.
- According to current situations Use social media to keep up-to-date and build your network.
- A leader should focus on implementing principles of management to have efficient and effective control over the organization.

Conclusion

The aim of this study was to investigate the relationship between human resource management and leadership. The human resources leader is a key link between management and the employee workforce. A good HR professional is able to resolve difficult situations and consult with managers on problems with employees.

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