

# THE IMPACT OF LEADERSHIP ON ORGANIZATIONAL PERFORMANCE

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## ABSTRACT

The purpose of this study was to discover the impact of leadership on Organizational Performance towards Lincoln University College. The objectives of the study were to investigate leadership's impact and to define the types and concepts of leadership behavior. Different theories of leadership were discussed in this research. This research work consists both qualitative & quantitative research methods. For data collection sources, standard questionnaires were modulated to obtain the necessary information. The questionnaires were then evaluated as per the results summed up, comprising 28 lecturers, 104 students and 21 employees, respectively. The secondary data for this study were collected from Internet and abstract of articles, LUC's Malaysian Journal of Nursing, library books and Personnel records, related documents and other relevant circulars. The results driven from this research showed and proved that there is a positive relationship between each variable and there is a strong impact of leadership on organizational performance.

**Keywords:** *Leadership, Organization, Theory, Malaysia*

## INTRODUCTION

### Background of the Research

Improvement of supervision skills of organizational performance is one of the prerequisites of every institution, especially when the survival strategy, is concerned (Arslan & Staub, 2013). In fact, according to Finkelstein & Hambrick, (1996); Wang Tsuil and Xin, (2011) most of the previous works emphasized on this very fact to the overall outcome of an organization. However, there are also some other literatures such as Pfeffer (1977); Meindl, Ehrlich & Dukerich (1985) that suggest that leadership's role is not so important in achieving the firm's performance. Therefore, the motivation of the present study is to investigate the impact of leadership on Organizational Performance in Lincoln University College, Malaysia.

### LITERATURE REVIEW

This study explores the concept of the Impact of Leadership and Organization Performance, as far as Lincoln University College, is concerned. The concept of organizational skills is manifested. Orifices to fact-finding also been attributed. Available literature concerning the problems were surveyed and examined in order to enhance the researcher to be conversant with relevant theories, reports, and records as also other relevant literature. By knowing what data is available serves to narrow the problem itself as well as

techniques that might be used in the study.

The contents that have been evaluated are as following:

- (i) Introduction to Leadership
- (ii) Types of Leadership
- (iii) Introduction to Organization Performance
- (iv) Impact of Leadership Behavior on Organizational Performance

### Introduction of Leadership

The well renowned Great Man Theory was postulated during the early 1900s. Based on this concept, "Great leaders are born, not made", Further, group theory took place in 1930, after that, Trait theory was developed 1940-1950s.

During the years between 1950-1960 another theory under the name of Behavior theory came into existence which emphasize more what key behavioral patterns result in leadership, then between years 1960-70. Situational theory (known as Contingency theory) was developed which stated that which leadership succeeded in specific situation and Excellence theory was proposed in 1980.

### RESEARCH METHODOLOGY

This study describes the research methodology and approach adopted in conducting the study. The chapter is divided into the following aspects: Research Design,

Study Area and Population, Sample of the study, Sampling Designs, Data Collection Techniques, Data Processing etc. By Research Methodology you will find out the result of a given problem on a specific matter or a problem that is also referred as research problem.

### Research Design

This study used a case study design, and this design was chosen by the researcher because it is specifically relevant to the content of the area of study and will permit a thorough study of the problem. A research design is the arrangement of conditions for collection and analysis of data in a manner that aims to combine relevance to the research purpose with economy in procedure (Selltiz & Society for the Psychological Study of Social Issues, 1962). A case study design permits a thorough study of a social unit over a range of variables but always maintaining its unitary nature (Sanga, 1985). In this view therefore, the study has allowed an investigation concerning with the implementation of the leadership procedures and the influence of leadership to individual and impact association between leadership and performance of employees of Lincoln University College, Malaysia.

### RESULTS

This study presents results of the study findings as generated by the instruments used during the research activity (i.e. the questionnaires). The focus of the study is on the impact of leadership on organization's performance at the place of study i.e., Lincoln University College.

#### Characteristics of Respondent

Characteristics of Respondent were measured based on gender, local or foreigner, age, educational level, occupational status and length of service/ Teaching or studying in Lincoln University College. Age was measured in years; gender (male or female); education was measured, ranging from bachelor's degree, master's degree and doctoral degree; occupational status was measured taking into consideration employee, lecturer and student, and the length of service was measured in months.

### DISCUSSION

This study summaries the entire research findings, gives conclusion and provides recommendations based on the topic which is the impact of leadership on

organization performance and the implementation of leadership practice for the employee, lecturers and students at the place of study i.e., Lincoln University College.

### CONCLUSION

Quite a few important conclusions can be drawn from the findings of this study. The main aim of this research is to find the impact of leadership on organizational performance through an experiment at the place of the study which is Lincoln University College.

There were 153.00 questionnaires that have been distributed amongst employees, lecturers and students of Lincoln University College in order to have an experiment and to complete this study. After the findings of the hypothesis which was tested, there is a **positive & direct relationship** between leadership and organizational performance, this chapter consists of introduction of leadership, theoretical framework of the study, different definitions of leadership. Types of leadership such as Autocratic leaders, Democratic leaders (also referred to as participative leadership style), Charismatic leaders and Laissez Faire leaders were discussed. Furthermore, it continues leadership styles such as Kurt Lewin's styles of leadership and Max Weber's leadership style. Explanation of how a leader can make their followers achieve the targets by others have also been enlightened in this study.

The study also explains about the introduction of organizational performance, different conceptualizations of organizational performance and different ways to measure organizational performance. Most of the questions asked from the respondents who were based upon the types of leadership and organizational performance. 153 respondents who were the lecturers, student and employees of the Lincoln University College responded to the survey among which 111 were male and 42 were females. All respondents had freedom of action in their work/ study place and most of them were satisfied. When the question was asked about project decisions involvement, most of them were involved based on the survey result.

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