

Leadership Behaviour in Selected Logistic Companies in Chennai

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ABSTRACT

Leadership is a powerful capacity to be identified from the staff in any appreciation dimensions of the executives. The second layer of the management is named mediocre administration. This dimension of director report back to high administration and capacity the highest point of significant divisions and their particular units. Center chiefs work a contact between high supervisors and furthermore the investigate the association from an outrageously particular stand. They're commonly a great deal of obvious to the greater power than high administration, anyway they pay a large portion of their time creating and executing vital activities designs required to achieve the structure objectives set by high administration. the middle dimension the board should be surveyed for his or her leadership behaviour.

Keywords: *Leadership, Appreciation, Administration, Behaviour*

INTRODUCTION

The leadership behaviour exhibited by them might or might not replicate their personalities. a frontrunner could be a one that guides and directs alternative, known as followers. He provides focus to the efforts of his followers. The manager, as a frontrunner, influences his subordinates to delight in such activities square measure important for the accomplishment of the enterprise goal. in step with ALLEN, “a leader is one World Health Organization guides and directs people. He should offer effective direction and purpose”. Leadership is a vital perform of management that helps to maximise potency and to attain structure goals.

OBJECTIVES OF THE STUDY

Primary Objectives:

- To study the leadership behaviour in selected Logistic companies in Chennai.

Secondary Objectives:

- To study the leadership behavior among middle level employees in the company.
- To Asses the leadership qualities of middle level employees.
- To Analyze the steps taken by the organization for developing the leadership qualities or skills of the middle level employees.
- To Analyze the leadership styles among middle level employees.
- To suggest suitable training methods in improving the leadership behaviour.

SCOPE OF THE STUDY

The study instill the qualities of intrapreneurs among the middle level employees, and will help the management to decide on the level of decentralization an organization can undertake. The study will help to estimate the leadership behavior of middle level employees.

LIMITATIONS OF THE STUDY

1. Only office employees are considered for the study, and not the harbour employees.
2. The study was restricted with in the area of Chennai.

3. The study was limited within 110 employees in the company because the period for study was short.

4. Difficulties were experienced in collecting responses from the employees.

5. For an intricate study like this the duration is very short.

REVIEW OF LITERATURE

Leadership behaviour relates to the extent of authority used.. The manager, as a pacesetter, influences his subordinates to like such activities as important for the accomplishment of the enterprise goal. As per ALLEN, “a leader is one WHO guides and directs others. He should offer effective direction and purpose”. Some of the qualities of a leader were as follows:

1. Knowledgeable

To be knowledgeable, leaders should have an oversized vary of data} and knowledge at their disposal. this suggests they scan wide and communicate this data effectively to the individuals they lead. it's a lot of easier for individuals to trust somebody WHO looks to be up to this point with current affairs.

2. Intelligence

Intelligence is that the ability to find out, understand, and agitate new data, further because the ability to use information and assume abstractly. Leaders World Health Organization show intelligence square measure higher able to communicate vision and to form higher selections because the state of affairs demands. folks trust leaders World Health Organization show intelligence, as a result of they're a lot of doubtless to form the right call in an exceedingly given state of affairs.

Other qualities include honesty, hard working, confident, liasion officer, ability to face crisis etc.

RESEARCH METHODOLOGY

Research methodology is an essential part of a scientific study. This chapter narrates the activities involving in doing this study and deals with research methodology steps have been used for the purpose of exploration. Research style adopted for this study is descriptive analysis. This analysis is basically a truth finding approach connected mostly to the current and abstracting generalization by the cross sectional study of the present things.

Primary data are collected through questionnaire it indicates all respondents are asked same questions the same style and they are informed the purpose of the study. The investigator could create use of the info collected by alternative for the aim of the investigation. this can be called secondary information. the most supply of secondary information have to be compelled to prepare this project report was obtained from, company records, magazine and government publication, company web site, Internet. The sampling procedure that is used for the project is questionnaire method. The questions are framed based on the topics and objectives.. Simple random sampling method was used to carry out this study and 110 employees were taken as sample for the study from the selected logistic companies in Chennai.

RESULTS AND DISCUSSION:

TABLE No.1
Age of the respondents

AGE	No of Respondents	Percentage (%)
Below 25	5	5
25-35	31	28
35-45	43	39

45-55	28	25
Above55	3	3
Total	110	100

From the table seen above it was observed that 39% of the respondents belongs to the 35-45years group.

Table No. 2
Experience of the respondents

Experience	No. of Respondents	Percentage (%)
Below 5years	7	6
5-10years	14	13
10-15years	21	19
15-20years	30	27
Above 20years	38	35
Total	110	100

From the above table it is clear that 35% of the respondents are with the experience of more than 20years, 27% of the respondents 15-20 years experienced, 19% of the respondents 10-15 years experienced, 13% of the respondents 5-10years experienced, 6% of the respondents below 5years experienced.

Table No. 3
Managers Motivation at Decision Making Time

Opinion	No. of Respondents	Percentage (%)
Agree	21	19
Strongly Agree	68	62
Neither agree nor disagree	13	12
Disagree	6	5
Strongly Disagree	2	2
TOTAL	110	100

From the table it is evident that 62% of the respondents strongly agrees about their manager motivation in decision making, 19% of the respondents agrees that their manager motivates in decision making, 12% of the respondents neither agree nor disagrees about their manager motivation in decision making, 5% of the respondents disagrees that their manager motivation in decision making, 2% of the respondents strongly disagrees that their managers motivation in decision making.

Table No. 4
Managers show importance when accomplishing a Goal

Opinion	No. of Respondents	Percentage (%)
Agree	24	22
Strongly Agree	56	51

Neither agree nor disagree	21	19
Disagree	9	8
Strongly Disagree	0	0
TOTAL	110	100

From the table No. 4 it was observed that 51% of the respondents strongly agrees that their manager shows importance when accomplish a goal, 22% of the respondents Agrees that their manager shows importance when accomplish a goal, 19% of the respondents Neither agree nor disagree that their manager shows importance when accomplish a goal, and 9% of the respondents disagree that their manager shows importance when accomplish a goal.

Table No. 5

Manager encourages employees to be creative

Opinion	No. of Respondents	Percentage (%)
Agree	32	29
Strongly Agree	43	39
Neither agree nor disagree	21	19
Disagree	14	13
Strongly Disagree	0	0
TOTAL	110	100

Interpretation:

From the table it is evident that 39% of the employees strongly agrees that managers encourages employees to be creative about their job, 29% of the respondents agrees that managers encourages employees to be creative about their job, 19% of the respondents neither agrees nor disagree that managers encourages employees to be creative about their job, 13% of the respondents disagree that managers encourages employees to be creative about their job.

ONE WAY ANOVA

**RELATIONSHIP BETWEEN THE EXPERIENCE OF THE
EMPLOYEES AND SCHEDULE OF WORK**

H1 = There is relationship between the Experience of employees and manager closely monitoring the schedule to ensure a task or project to be completed on time.

TABLE NO: 6

EXPERIENCE OF THE EMPLOYEES	SUM OF SQUARES	DF	MEAN SQUARE	F	SIG.
Between Groups	15.134	1	15.134	31.385	0.07
Within Groups	109.94	228	0.4822		
Total	125.08	229			

INTERPRETATION:

The significant value is > 0.05 , hence the null hypothesis is rejected. There is relationship between the Experience of employees and manager closely monitoring the schedule to ensure a task or project to be completed on time. . So alternative hypothesis is accepted here.

CHI-SQUARE TEST

H_1 = There is relationship between the gender of the employees and manager motivating employees in decision making time.

GENDER OF RESPONDENTS AND MANAGER MOTIVATING EMPLOYEES

CROSS TABULATION:

TABLE NO: 7

GENDER / RELATIONSHIP	STRONGLY AGREE	AGREE	NEUTRAL	TOTAL
MALE	8	32	30	70
FEMALE	4	22	14	40
TOTAL	12	54	44	110

CHI-SQUARE TEST

	VALUE	DF	ASYMP. SIG. (2- SIDED)
PEARSON CHI- SQUARE	1.965 ^a	2	.374
LIKELIHOOD RATIO	2.010	2	.366
LINEAR-BY- LINEAR ASSOCIATION	.030	1	.863
N OF VALID CASES	115		

a. 0 cells (.0%) have expected count less than 5. The minimum expected count is 4.91%

INTERPRETATION:

As the calculated significance >0.05 , the alternate hypothesis is rejected. Hence, there is no significance difference between gender of the employees and manager motivating employees in decision making time.

SUGGESTIONS:

Manager can form a great team and can split the work to complete the task easily. Manager can honor employee boundaries, this may help the employee to work very effectively. Manager can give some freedom to employees without interfering often. Manager should find what is lacking for the employees and can give better counseling to fill the gap. Manager can coach employees on new tasks and procedures.

CONCLUSION:

From the study it is clear that manager's Leadership qualities, style, and skill is good. This research highlights some of the lacking skills of managers in the company. The company aims to achieve their goals by proper guidance of managers and with the help of Co-operation shown by employees in following the instructions provided by managers. Leadership is a passion of each and every employees, this may help to improve their personality. Managers should mingle with employees and should know about each and every employee and should provide counseling to improve the business.

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