



LEADERSHIP – AN IMPACT ON WORK EXPERIENCE AND WELL BEING

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ABSTRACT :

Leadership, work experience, and workplace well-being have proliferated in popular culture, practitioner-focused publications, and—increasingly—scholarly research journals. We first examine the research that defines leadership and wellbeing in this piece. Finally, we explore the repercussions and ramifications in the workplace after talking about the impact of leadership actions on employee well-being. This paper's goal is to compile and synthesise the existing literature on leadership and well-being that discusses how leadership actions affect staff wellbeing at work. We start by looking at definitions and conceptualizations of leadership and wellbeing that are frequently employed. The impact of leadership actions on employee well-being, as well as their repercussions and workplace implications, is then covered.

INTRODUCTION

In many ways, the process of leadership is comparable to that of management. Working with people is a requirement for both management and leadership. Effective goal attainment is a concern for both management and leadership. Generally speaking, many management duties are actions that fall within the definition of leadership. Leadership, however, differs from management in other ways. Unlike management, which dates back to the turn of the 20th century and the industrial revolution, leadership studies may be traced all the way back to Aristotle. Organizational management was developed as a means of taming chaos and improving organisational performance.

REVIEW OF LITERATURE:

According to numerous studies, a leader's behaviour has an impact on the happiness of their team. The research that is currently available supports the idea that leadership has two opposing effects on employee well-being. The first is that well-being is positively impacted by effective leadership practises. On the other hand, poor leadership practises have detrimental effects on people's wellness. In contrast to the effects of age, lifestyle, social support from coworkers and at home, stressful work and life events, and other factors, Gilbreath and Benson (2004) found that positive supervisory behaviour (e.g., increasing employee control, improving communication and organisation, considering employees and their well-being, just treatment of employees) predicted employee wellbeing. In a similar vein, Van Dierendonck et al. (2004) discovered a link between improved employee wellbeing and high calibre leadership behaviour. According to a different study, mentoring and job-related stress were both adversely and favourably correlated with transformational leadership behaviour (Sosik&Godshalk, 2000).

RESEARCH METHODOLOGY:

The methodology consists of the following various head:

Data and source of data:

This study is based on the primary data. Primary data have been collected from various employees.

Sample size and sampling method:

Totally there are 10 respondents were taken for this study based on the convenience sampling method.

Area of the study:

This study was conducted in Chennai.

Framework of analysis:

The following statistical tools were used to analyse the data:

- Simple Percentage
- Weighted average ranking

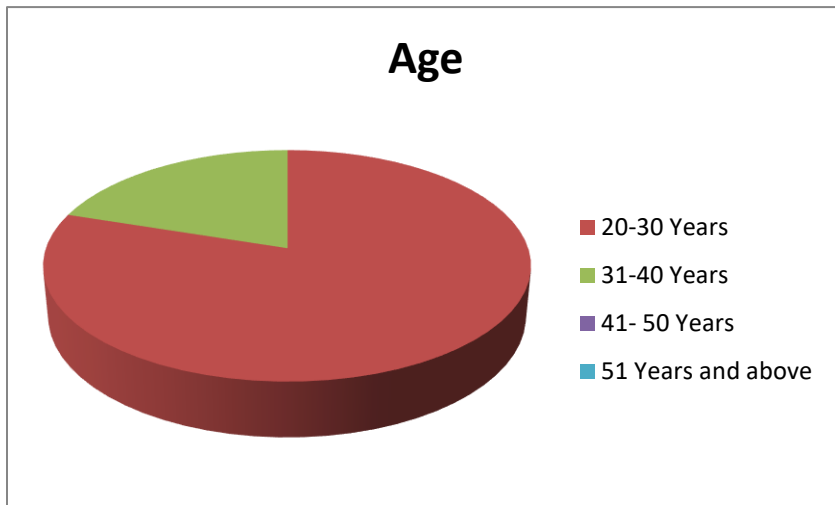
1. SIMPLE PERCENTAGE ON DEMOGRAPHIC FACTORS:

1. Age-wise Classification of the Respondents

Sl. No.	Age	Frequency	Percentage
1.	20-30 Years	8	80
2.	31-40 Years	2	20
3.	41- 50 Years	-	
4.	51 Years and above	-	
	Total	10	100.0

Source: Primary Data

Fig: 1 Age-wise Classification

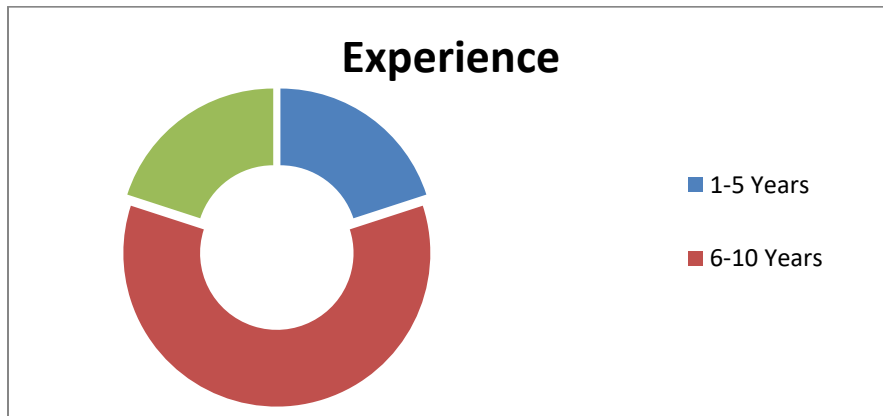


2. Experience of the Respondents

Sl. No.	Experience	Frequency	Percentage
1.	1-5 Years	2	20
2.	6-10 Years	6	60
3.	10-15 Years	2	20
4.	15-20 Years	-	
5.	20 Years and above	-	
	Total	10	100.0

Source: Primary Data

Fig : 2 Experience of the Respondents

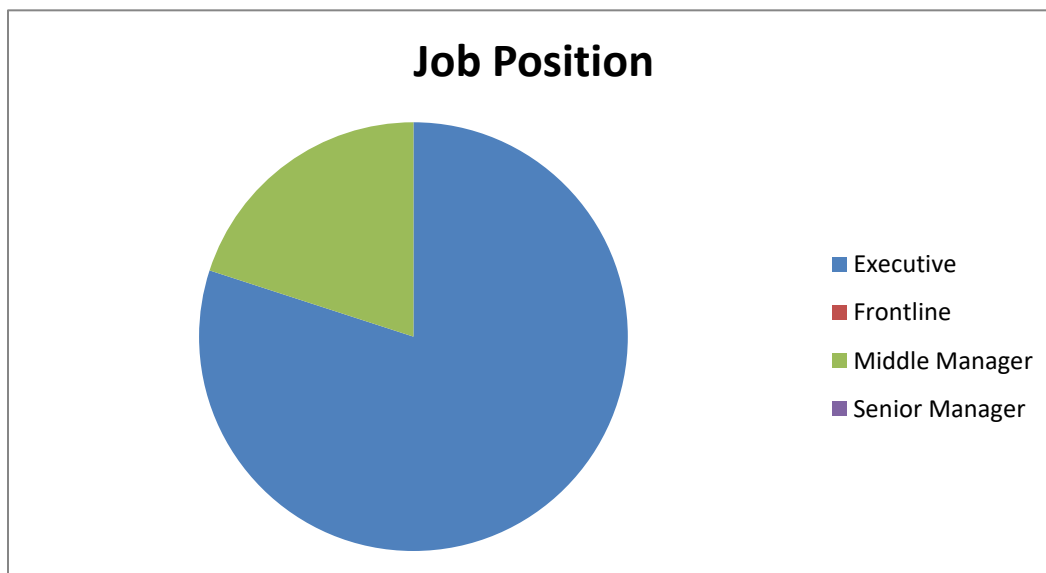


3. Job Position of the Respondents

Sl. No.	Experience	Frequency	Percentage
1.	Executive	8	80
2.	Frontline	-	-
3.	Middle Manager	2	20
4.	Senior Manager	-	-
	Total	10	100.0

Source: Primary Data

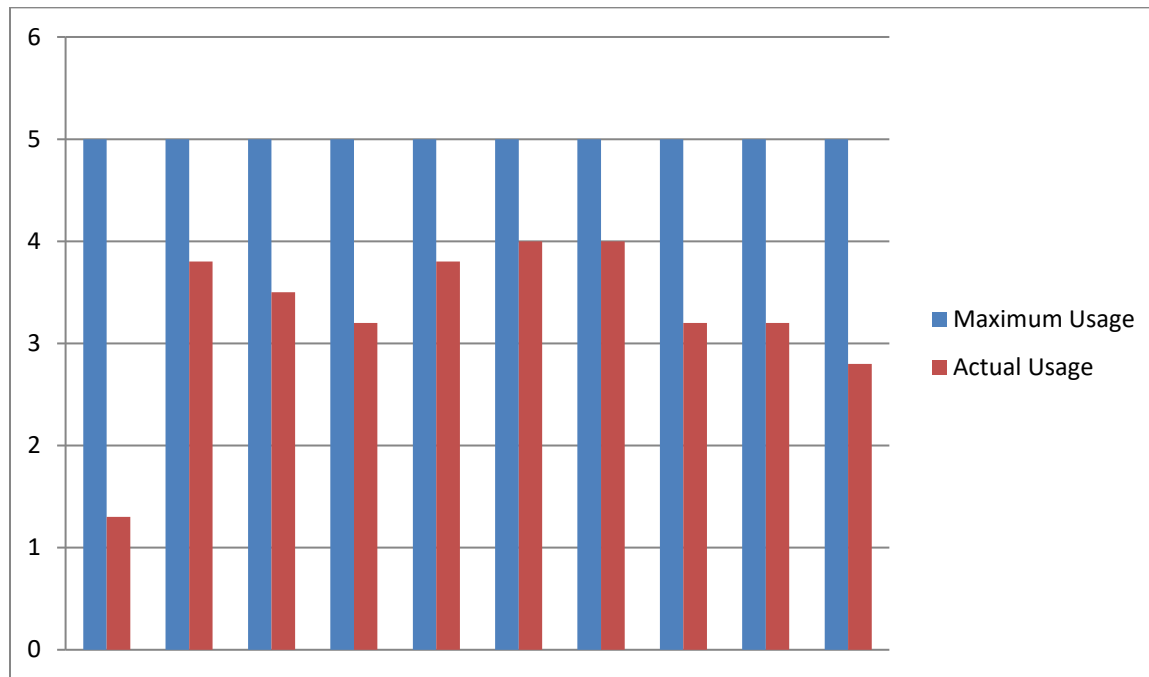
Fig: 3 Job Position of the Respondents



II WEIGHTED AVERAGE RANKING METHOD

➤ LEADERSHIP & WORK EXPERIENCE

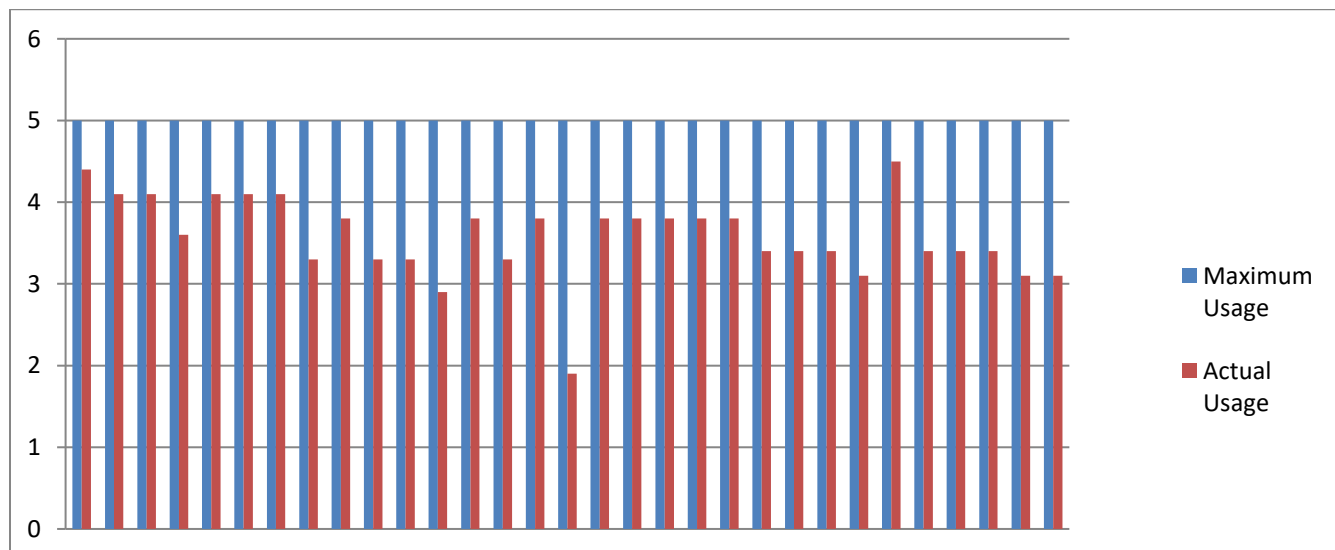
Fig:4 Leadership & Work Experience



From Fig 4 it is clearly shown that the workexperience of the respondents is very smooth and they are able to exhibit their talents in the work environment.

➤ LEADERSHIP & WELL-BEING

Fig: 5 Leadership &Well-being



From the above Fig : 5 out the overall respondents, maximum no. of respondents are satisfied with the advancements, promotion ,very energetic & grab the oppurtunities in their workplace.

CONCLUSION :

Employees who are focused, energetic, and in good health are more productive and engaged than those who are exhausted, stressed out, or easily distracted. Work, including role obligations, is not exempt from the ongoing change in our environment. When changes to an employee's responsibilities occur, leaders must make sure that these adjustments are timely and clearly communicated. If not, a worker can feel helpless and overburdened. When changes are effectively communicated, employees are more likely to adjust and succeed because they feel more in control. By establishing the settings that either support, enhance, or inhibit employees' positive health-related employee behaviour at work, supervisors directly contribute to the well-being of individuals.