

Does Leadership Means More Responsibility or More Freedom

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Abstract: Leadership exists in our day to day life and influences our activities. Sometimes leader enjoys their position and take privilege of it and some he has to perform himself as a responsible person. Leadership does not exist in isolation it has the followers. It depends upon the followers' efficiency that leader should be more responsible or more free. How much leader is responsible it's also depends upon the 3'C of the leader that is commitment, competencies and confidence. sThese three are vital quality that every leader most posses.

I. INTRODUCTION

Leadership is the requirement of every organization. Leaders are required at every level of the organization. No matter what the level of leadership or the type of organization, the opportunity of leadership is the power to make a difference A Leader is one who shows the path and directs the followers towards it. Leadership initiates with the person's responsiveness and reflects the state of mind pessimistic or optimistic. The most important thing here is it has impact on the followers Leaders have a particular responsibility. They are not only accountable to get the job done, but also to enlarge, motivate, develop the work force. Leaders help themselves and others to do the right things. They set direction, build an inspiring vision, and create something new. Some time the leaders have to be more responsible and sometime they have freedom. [1]

1.1 Meaning

Leadership means to influence the follower and take their support to accomplish the task or goal.

1.2 Definitions

- "Leadership is influence – nothing more, nothing less." – John Maxwell, The 21 Irrefutable Laws of Leadership
- "Leadership is the incremental influence that a person has beyond his or her formal authority" – Vecchio
- "Leadership requires using power to influence the thoughts and actions of other people." – Zalenik, A., Managers and Leaders: are they different
- "Influencing people – by providing purpose, direction, and motivation – while operating to accomplish the mission and improving the organization." – US Army Manual
- "Leadership is the capacity to influence others through inspiration motivated by passion, generated by vision, produced by a conviction, ignited by a purpose." – Dr. Myles Munroe, The Spirit of Leadership
- "Leadership is the art of influencing others to their maximum performance to accomplish any task, objective or project." – William Alan Cohen, the Art of a Leader
- "Leadership is an influence relationship among leaders and followers who intend real changes that reflect their mutual purposes." – Joseph Rost, Leadership in the 21st Century [2]

1.3 Qualities of A Leader

- A good leader must be confident
- A Leader must fulfill his commitment
- Leader must be clear in its ideas
- Leader posses the competencies
- Leader must communicate properly to his group members
- Leader can delegate his authority
- Leader must be honest.
- positive attitude must be posses by the leader
- leader have ability to influence the others
- A good leader must foresee the future.
- Managing the performance of the team
- Leader must have some creative ideas in his mind

- A Leader must have the awareness
- cooperation is required by a leader

1.4 Leader ship Means More Responsibility

The human being who wants to survive independently must be responsible. As a child grows up, and mature he/she is taught to be more responsible for the things around him/her. However, the sense of responsibility comes at different times for different people it is necessary for an individual to stand up to his commitment loyalty and dedication. This helps in construct and build up the trust and respect for him, from the people surrounding him.[3]

- A leader leads the group and he is the middle man between the group member and the management so must be responsible.
- Leader has to take the decision it is responsibility of a leader to take analytical decision.
- Leader is the only the answerable on the behalf of group and he is reflector of the group so a leader should be responsible.
- Leader earns his position to set up a positive example it leads to the responsibility.
- Leader commit to the organization mission by follow the ethics and integrity between the members of group.
- Leader has to prove his worth by learning from the mistakes of himself and others. [4]
- Being a leader means the responsibility of service to others – the people who follow him.
- Responsible leaders are all set to confront the challenge which is the logic of their industry.
- Leaders are prepared to influence others to do the right thing.
- Good leaders recognize when to chase the regulations, and when to use common sense in the face of unintentional outcomes.
- people around the leader who see him as a leader has some expectation so leader must be responsible. [5]

1.5 Leadership means more freedom

As we know that Manager has the subordinate but leader have the follower. Manger has to get the things done through the others by giving them financial and non financial benefits. but the leader has the follower so they ultimately follow his leader without any lure of lush. In this point of view that the leaders are free from the work his followers work on the behalf of him. Leader can enjoy the more freedom when

- His followers have flexibility to do the work and they are not time bound to do any work and leader his free from his responsibility after distribution of the work.
- fun at the work place leads to more productivity and leader gets the more freedom
- When the culture of work place would be less bossy people will follow the boss and boss or leader will get the more freedom in that case trust will be built among them.
- When the leader delegates his authority he gets more freedom so his subordinate will be responsible for the work. [7]
- In any of organization the work in progression foam the followers and subordinate wants the authority to take their decision by own so the leader is free.
- By follow the Laissez-faire leadership style the leader is free he just provide the tools and resources to complete the task, a very little guidance is from the leader, followers have to solve the problem by their own, complete freedom to followers to take the decision. [6]

1.6 Research Methodology

As per the concern matter a survey is done in private institutions near the Ambala through the questionnaire and collects the information from 100 respondents.

1.7 Results

- I Act as the spokes man of the group

.Always	29%
Often	42%
Occasionally	7%
Seldom	14%
Never	8%

- I allow the member complete freedom in their work.

Always	37%
Often	13%
Occasionally	26%
Seldom	11%
Never	13%

- I permit the member to use their own judgment in solving problem.

Always	47%
Often	14%
Occasionally	9%
Seldom	3%
Never	27%

- I let the member do their work the way they think best.

.Always	17%
Often	23%
Occasionally	40%
Seldom	12%
Never	8%

- I represent the group at outside meeting.

Always	88%
Often	12%
Occasionally	0%
Seldom	0%
Never	0%

- I am the leader of the group in name only.

Yes	65%
No	35%

- I give the advance notice of changes

Always	67%
Often	13%
Occasionally	4%
Seldom	9%
Never	7%

- I enjoy the privileges of my position.

Always	12%
Often	38%
Occasionally	43%
Seldom	5%
Never	2%

- I act without consulting group.

Always	63%
Often	13%
Occasionally	12%
Seldom	3%
Never	8%

- I urge the group to beat its previous records

Always	82%
Often	3%
Occasionally	15%
Seldom	0%
Never	0%

- I schedule the work to be done.

Always	61%
Often	28%
Occasionally	7%
Seldom	4%
Never	3%

- Does Leadership means more freedom or more responsible.

Responsible	76%
Freedom	24%

- I am friendly and approachable.

Yes	82%
No	18%

- I assign the group member a particular task

Always	18%
Often	56%
Occasionally	16%
Seldom	5%
Never	5%

II. CONCLUSION

At the conclusion point we can say that it depends upon the situation that leader is more free or responsible. Leader is not always free or responsible. It depends upon the it's team mates if they are active, self responsible and willingly do the work than leader is free otherwise leader have to distribute the work and proper check is required in this regard and leader has to be responsible. The thing is note worthy here is if the leader is free than he gives more respect or freedom to his follower. He always consults with the group while taking the decision. But most of people say that leadership means more responsibility and leader has to manage the most complex natured people to work with him. As a leader has to schedule the task for follower.

REFERENCE

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