



**Research Paper**

# A Study on Comparative Analysis of Various Leadership Styles with Specific Reference to Present India

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Abstract	Manuscript Information
<p>The leadership has many forms which keep on changing as per need and parameters of society. There was a time when India was total under the control of UK Monarchy, now we have parliamentary democracy, when India got freedom, the country was having more socialistic-democratic leadership but now country is having more capitalistic control democracy. Socialistic democracy in the form of free ration, free service and utilities to lure the voters where many of them are fake promises due to the lack of resources in the hand of destitute, the nation is in the control of capitalist not in the hands of poor masses due lack of education and improper management. In fact, story of inequality is similar all over the world only degree varies. In the present paper, researchers have tried to compare different leadership styles and have developed comparative leadership style modal which seems to be more practicable in the present scenario of the country, it has different varieties of style which are prevalent in present scenario, every style have its own merits no style is absolute on its own.</p>	<ul style="list-style-type: none"> <li>▪ <b>ISSN No:</b> 2583-7397</li> <li>▪ <b>Received:</b> 29-03-2024</li> <li>▪ <b>Accepted:</b> 02-05-2024</li> <li>▪ <b>Published:</b> 08-05-2024</li> <li>▪ <b>IJCRM:</b>3(3); 2024:07-14</li> <li>▪ <b>©2024, All Rights Reserved</b></li> <li>▪ <b>Plagiarism Checked:</b> Yes</li> <li>▪ <b>Peer Review Process:</b> Yes</li> </ul> <p><b>How to Cite this Manuscript</b></p> <p>Dr. Prithvi Raj Sanyal, Sunita Kumari, Dr. Kartikey Bhardwaj. A Study on Comparative Analysis of Various Leadership Styles with Specific Reference to Present India. International Journal of Contemporary Research in Multidisciplinary.2024; 3(3): 07-14.</p>

**KEYWORDS:** Competitive Modal, Leadership, Styles, Socialistic democracy

## 1. INTRODUCTION

The term, 'leadership' is Associated with many words such as; ability, knowledgeable, courageous, powerful, honest, voice of followers, but in the present context word 'cunning' is seems to be very popular and second word is 'shrewd', in olden world, leader was known as revolutionary or king or queen of country mean the head of state known as monarchy, but at present world monarchy system is in practice in UK, Jordan ,Bahrain or few other small counties, now everyone wants parity and freedom no

dominance, but leader always try to dominate that's why they are called leader. There was socialistic era before that there was freedom struggle to throw out colonial rule from India. The leader played very important role to get mother land free from British rule. The leader plays very important role in shaping the society. The honest and capable leader can transform the society and dishonest and incapable leader can make the society equal to hell. Every leader has some followers, leader has his/her own style, the style of leader sometimes suits to followers and

sometimes the followers dislike the style of leader and they change the leadership many often. Leaders choose their functioning style keeping in mind the need of followers, but in country like India leader plays with the sentiments of their followers to be in the power. The present era, all over the world is capitalist era, the capitalist is dominating the leadership in one or another form, in fact, society is run and controlled by capitalist where many social issues are put in cold storage. Society suffers a lot due to dishonest and corrupt leadership, under corrupt leadership, society cannot make progress, society needs an honest, vibrant and heart felt capable leader, free from capitalist control which is very difficult task. Let's see who will bell the cat first keeping in mind the depleting resources of world and increasing load of population all over globe.

## 2. LITERATURE REVIEW

A tyrant's connection to control and power is toxic. Employee engagement is crucial in the modern workplace, yet one can constantly hear tales of power, abuse and command-and-control leadership that erode team and organizational culture and devastate morale. It is the time for a new kind of leadership—one that builds trust, which fosters innovation and creativity. The notion that productivity is driven by command and control and the antiquated style of leadership in which a person's title automatically makes them a leader are both outdated. Tyrants, now is the moment to repent of their ways. It is the time for a new kind of leadership—one that builds trust, which fosters innovation and creativity. Researchers are not writing this to offer a magic bullet or five pointers that will transform the leader from an oppressor to a reliable ally. But in overall experience, trying to comprehend the thoughts of a leader who micromanages, screams, or shames and accuses in order to get things done is a good place to start. While knowing what is going on in their mind, reality can help leader to set some distance between their actions and experience, under this paper researchers are not condoning inappropriate or bullying behavior.

The foundation of despotic leadership resides in two areas: Uncertainty and Worried Thoughts. Insecure managers strive to control results in unhealthy ways that lead to disengagement as a strategy to cope with nervous thoughts. One may think insecurely and fearfully about the world, other people, or oneself. They worry that they won't be able to achieve the desired results or that they are incompetent. This leads to a lack of trust in fellow team members and an effort to exert control over every item on the agenda, regardless of its size. They fear that events will validate their deepest self-doubts: that they are unworthy and that the world is a minefield of negative encounters. They won't put their faith in other people because doing so encourages mistrust.

They are quick to place blame on others because they think that their bad emotions are the result of circumstances or the outside world.

Public get to witness this kind of leader for who they really are when they are in office. They are gentler, softer, and yearn for

the same things in life as the rest of us—contentment and peace of mind—when they are at ease and reflecting on their lives. The majority of our coaching sessions are devoted to helping clients understand the influence that anxious thinking has on their emotions, behaviors, and outcomes. The followers aim for clarity in understanding that their emotions are never caused by the outer environment. All that exists outside of us is our own perception of it, 100% of the moment. Although, at first this knowledge may seem radical to them, it is unquestionably true. A leader who understands the psychology of their own mind starts to distance themselves from guilt and is less inclined to resort to shame when things don't go according to plan. The researchers are trying to tell this so that, should you find yourself caught in the whirlwind that is a despotic leader, you will have some clarity. In that situation, it might be quite difficult to maintain your own peace of mind. Being among other people might easily cause you to become engrossed in your own anxieties or agitated thoughts. It is beneficial that you keep the same thing in mind.

Many will examine four distinct leadership philosophies in this four-part Michigan State University Extension series: dictator, democratic, servant, and laissez-faire. This first piece in the series will examine these various leadership philosophies and how they impact a group's ability to achieve a goal when dealing with a younger audience. Democratic leadership has been covered first then, laissez-faire leadership has been covered and at the end, servant leadership is covered.

In addition to the four main types of leadership, other styles such as transactional, transformational, charismatic, bureaucratic, and autocratic may also be studied. It is critical for people in leadership positions to understand which style best suits the group they are in charge of as well as the circumstances at hand. The first kind of leadership is that of an authoritarian, or autocrat. An authoritarian leader has absolute authority. Participant input is not allowed beneath this approach; the leader sets the rules, makes all of the choices, and withholds important information from others. A street gang, the mafia, or the military are organizations that employ this leadership style. In instances where there is a "power clique," where members perceive themselves as superior to others and feel they must deliver commands in order to accomplish tasks, authoritarian leadership may also be evident.

An authoritarian or dictatorial leadership style works best when a decision needs to be taken quickly. Unlike other leadership styles, there is no time for creative problem-solving or participant input while making critical judgments. This approach can also work well in situations where a group has lost control and is not trying to accomplish a specific objective. Dictatorial leadership is an excellent style to use when urgent decisions need to be made or when doing things, a certain way is crucial and the group's or others' safety is a primary consideration.

When one thinks about dictatorship leadership, figures like

Soviet Union leader Joseph Stalin or German dictator Adolph Hitler may come to mind. Some young people may even claim that their parents or their coach are dictators. But by

understanding when and how to apply an authoritarian leadership style, young people can think about other leaders who employ this approach: consider a doctor in an emergency room, a coach at a pivotal moment during a game, or a parent in a potentially fatal circumstance. Youth who understand when tyranny is appropriate can select the appropriate kind of leadership.

Michigan 4-H Youth Development has published a new and engaging global leadership curriculum called 4-H Backpack to Adventure: Youth Leaders in a Global Society (4H1643), which is ideal for young people who want to learn more about different leadership styles. Volunteers, parents/guardians, professionals, and other youth educators will benefit from the 4-H global leadership curriculum, as it will help them acquire the information and abilities necessary to become youth leaders in a global setting.

**Lead in Style:** Duct Tape Sculptures is the title of one of the curriculum's activities. In addition to offering a practical chance for team-building, this citizenship exercise can educate participants on the four main leadership philosophies. Autocracy, tyranny, bureaucracy, and monarchy

**Monarch as ruler:** The King rules, even though he does not rule. The King of the United Kingdom is obligated by the constitution to follow the advice of his government, which makes all of the decisions. His main responsibilities as head of state are to select the Prime Minister and all other ministries, to convene new sessions of parliament, and to grant royal assent, which is a legislative act that turns a bill passed by parliament into law.

The King chooses senior judges and a variety of other officials, all of whom heed government advice, in addition to receiving and dispatching ambassadors and chairing monthly Privy Council sessions to approve Orders in Council. He meets once a week with the prime minister and receives information and boxes of formal documents to sign each day. He also often meets with a number of high-ranking authorities.

In addition, the king leads the country. King is more well-known to the public because of his expanded role as head of state. Serving as the center of the country's identity, unity, and pride, the Sovereign offers consistency and stability, formally recognizes excellence and accomplishment, and preserves the volunteering ideal. The Queen has performed this function through her yearly speech on Christmas Day, her message to the nation at the start of the Covid pandemic, the presentation of awards for her public and voluntary work, and her visits to hospitals, schools, charities, and local groups.

In 2019, the Queen made little less than 300 public appearances, while Prince Charles made 520; altogether, 15 members of the royal family made 3,567 appearances in public. These include national events like; Trooping the Colour on Remembrance Day and visiting the Cenotaph, but the bulk are travels throughout the United Kingdom to honour and promote the efforts of regional public services and voluntary organisations. In the UK and the

Commonwealth, the King and other members of the royal family support more than a thousand charities and organizations.

The Realms and the Commonwealth In addition, the King serves as the head of the state of fourteen additional nations, referred to as realms, which include Australia, Canada, Jamaica, and New Zealand. Additionally, the King is the Head of the Commonwealth, a 54-state voluntary union made up primarily of former British dependencies and colonies.

In actuality, a number of prominent clerics get together and choose one person among them to be the one with the most comprehensive and in-depth understanding of the deity's desire. Then the new leader (always a guy) is officially announced. The most famous example of this is arguably the Papal Conclave, though a similar process is used to select Iran's Supreme Leader. Democratic leadership is a style of leadership where group members participate in decision-making. It is also known as shared leadership or participative leadership. This type of leadership is beneficial to many types of institutions, including the public sector, educational institutions, and commercial businesses.

A democratic leadership style facilitates free exchange of ideas, encourages dialogue, and provides everyone the opportunity to participate. This style tends to emphasize group equality and free exchange of ideas, but the democratic leader is still in place to provide guidance and control.

The democratic leader is also in charge of selecting group members and those who are allowed to participate in decision-making. According to research, one of the most successful leadership philosophies is democratic, which boosts morale among the group, productivity, and member contributions.

### Qualities of Democratic Leadership

Among the fundamental traits of democratic leadership are:

**Cooperation:** Although the group leader has the last word in decisions, members are encouraged to voice their thoughts and opinions.

Group members' sense of involvement in the process has increased.

**Creativity:** Being creative is valued and encouraged. According to research, effective democratic leaders have particular qualities including being a team player, being open to change, being a fair thinker, and participating in the process. Online at Saint Thomas University. What does participatory/democratic leadership entail? How teamwork may raise spirits.

**Trust and Respect:** Strong democratic leaders cultivate a culture of trust and respect. These are true leaders who make decisions based on their values. Furthermore, they usually actively seek out alternative perspectives rather than attempting to quiet those that are unpopular or in opposition. As a result, followers are inspired to take action and lend support to the group.

### The Benefits of Democratic Leadership

Democratic group leaders encourage members to express their viewpoints, which can lead to more creative problem-solving and better ideas. Because they feel more committed to and invested in a project, members of organizations are more inclined to be concerned about its outcome. Democratic leadership has been linked to increased group productivity, according to research on leadership philosophies. Raising group morale has also been linked to this style of leadership.

#### Pros:

More concepts and original solutions.  
Group participants' dedication.  
elevated output.  
Enhanced team spirit

#### Cons:

Ineffective communication  
Poor judgment made by inexperienced parties  
individual or minority views prevailed  
Possible problems with security

**Path goal theory of leadership:** - this theory has four principles such as clarifying goals, removing obstacles, providing support tailoring leadership styles but the features of practically used leadership styles such as directive, supportive participative achievement oriented. In the words of Igoer Bulnevici "leadership is not about being in charge it's about taking care of those in your charge". The qualities and features of leader at work differ with behavior of employees and subordinate, most important it relates very much according to situation.

### 3. THE OBJECTIVES OF THE STUDY

The broad objectives of the study are: -

1. To examine how the different leadership style work.
2. To develop modal for comparative leadership style in Indian context.
3. To find the effect of present working style in leadership.

### 4. RESEARCH METHODOLOGY

The present study is exploratory as well as descriptive. It is based on primary and secondary information. Comprehensive survey has been carried out before developing the comparative leadership style modal in present context. Based on broad

analysis of secondary source of information from e-books, e-journal, newspapers, Government gazettes, Research articles interaction with experts and surrounding leaders, study the opinion from historical perspective to link with present need of the society and aspirations of budding leadership of the society.

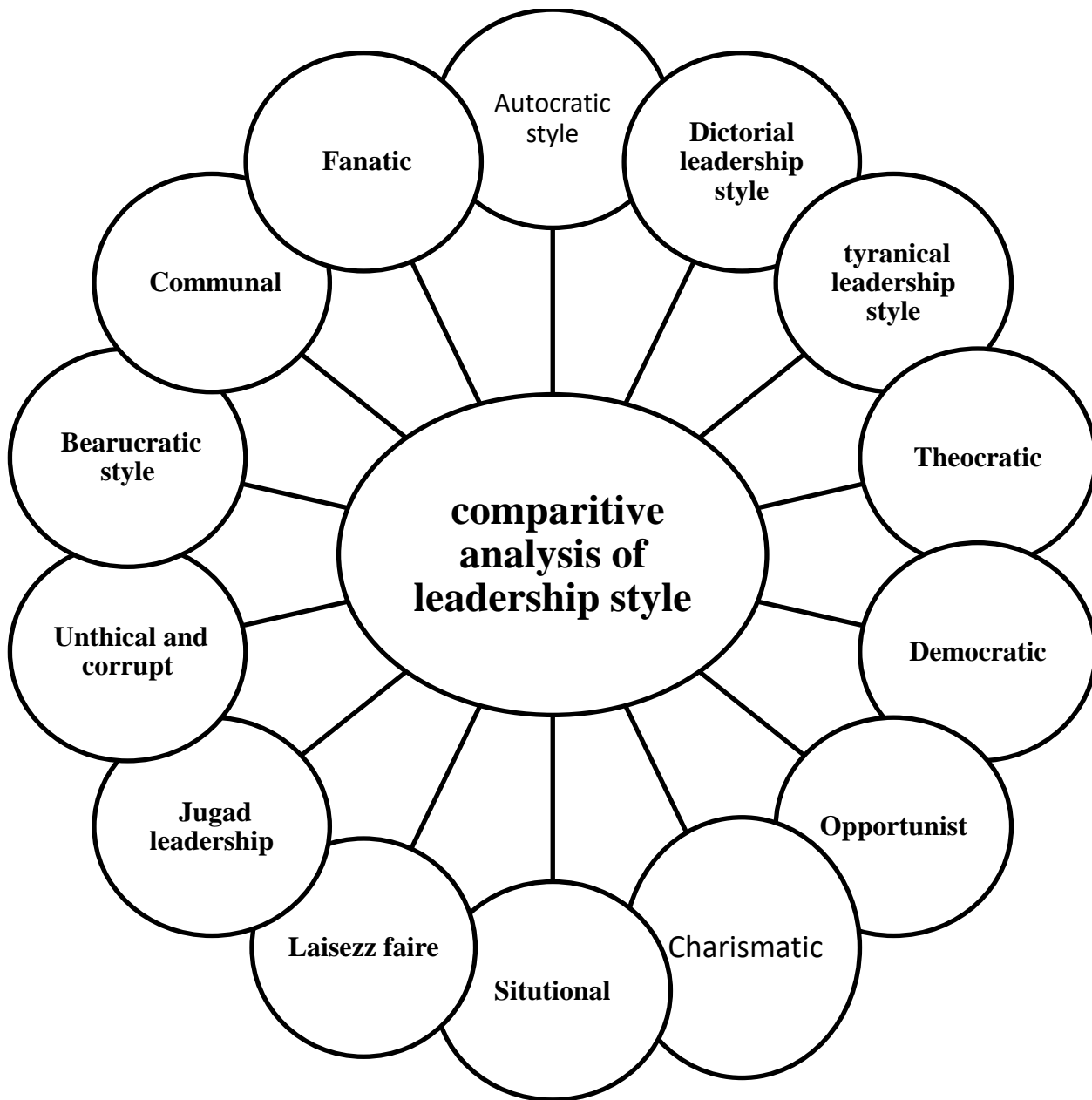
Findings and Analysis of leadership style

**1. Autocratic leadership style:** Authoritarian leadership, also known as autocratic leadership, is a style of leadership in which the leader makes all the choices and asks the group for minimal input. Autocratic leaders seldom listen to their subordinates' advice, usually basing decisions on their own thoughts and assessments. The most crucial characteristic of an autocrat is that they never listen to others and instead act according to their own knowledge and perspective. If these are flawed, they will be destroyed, much like Colonel Gaddafi of Libya.

**2. Doctorial leadership style:** A political leader with total power is known as a dictator. The majority of dictatorships refer to their leaders as kings, presidents, prime ministers, etc. instead of calling them dictators. The best example of dictatorship was Adolph Hitler and Saddam Husain. But dictator has his own team, when the calculation of team for public and rival fail then he has to be out of power or some other try to them out

**3. Tyrannical leadership style:** Tyrannical leadership is characterized by an overabundance of control, the misuse of authority, and a disregard for the needs and viewpoints of those under one's authority. These managers frequently produce a poisonous workplace that makes workers feel afraid, suspicious, and helpless (Haider and Yean, 2023). January 23, 2024 tyranny is crulest style of leadership could be like Chengig khan or Tumor Langlor, sometime it can be said like Saddam khan who shot his son-in-law for refusing the order.

**4. Theocratic leadership style:** theocracy, which is defined as government by divine direction or by officials who are believed to be guided by it. Many theocracies have clergy as their top officials and a judicial system derived on religious law. The early civilizations were characterized by theocratic authority. A theocracy is a type of governance where a deity or deities are ruled over by priests or religious leaders. Theocracies, which serve their heavenly head or leaders rather than the people, are frequently repressive in nature and have severe penalties for breaking the law. June 29, 2022



**5. Democratic style**

**I. Presidential democratic style:**

A presidential form of government is one in which the president has total authority and executive The Presidential form of government is the kind of government where the President holds the executive power and complete authority over the functioning and administration of the country. This system is also known as the single executive system. Over the management and operation of the state. Another name for this system is the single executive system.

**II. Parliamentary Democratic style:** The prime minister is the title given to the head of state in the majority of parliamentary

democracies. The political party or coalition that wins a majority in general elections appoints the prime minister, in contrast to presidential democracies where the head of state is chosen by popular vote.

**6. Opportunist style:** A person who searches for chances in the future and seeks to obtain benefits is known as an opportunistic leader. Since they adapt their manner to the occasion or circumstance, they are conscious of their leadership style. Their priorities are achieving their objectives, gaining an edge for themselves, and forming a productive team. The opportunist is more or less very selfish and can do sacrifice any other thing for their vested interest as such leader has no moral value or ethics,

when public knows about such qualities, the followers start hating such leader.

**7. Charismatic style:** This is God gifted style of leadership and mostly leader possess all types of style which appeal to everyone. Such leaders are revered like God on the basis of truth and reality in the present world. No one has quality of truth and reality; all types of fake promises are made which never come true. Example of charismatic leader was Shri Ram, Shri Kishan and Golden aged Lakshmi-Narayan, who appeal to everyone. But in Kaliyug all are filled with dirty mind with cunning approach.

**8 Situational leadership style:** Adapting leadership style to the needs of the team or individual team members in each unique task or circumstance is the aim of situational leadership. Ken Blanchard and Paul Hersey developed the Situational Leadership Theory in 1969. They believe that no one leadership style is universally effective. Generally speaking, a leader of this type adopts a flexible approach based on the issue at hand and attempts to resolve it by modifying his strategy.

**9 Laissez faire leadership style:** Leaders who employ laissez-faire leadership, also known as delegated leadership, step aside and allow group members to make the choices. Research indicates that when a group member takes on this leadership style, the group's overall productivity tends to decline. Everyone is free to work and respond under this kind of leadership, but now that one is taking charge, even the leader may occasionally find themselves unable to make decisions, as was the case prior to the French Revolution, which occurred in France between 1789 and 1799, when the state of the nation was so dire. This phrase was first used in France in 1681 and since then its major effect has been seen lawlessness.

**10. Jugad leadership style:** A phrase used colloquially in Indo-Aryan languages to describe an unconventional, economical innovation that is frequently referred to as a "hack" is jugaad (or jugaar). It may also refer to a creative solution or a straight forward work around, a method that defies convention, or a resource that may be applied in this manner. "Jugaad" is essentially an expedient measure, particularly in dire circumstances. It's interesting to note that 'Jugaad' is now regarded as the new management style by many Indian organizations. In Indian politics this term is very popular, very often due jugad many states government had been toppled frequently it happened due to fragmented mandate as in present case people must have seen in Bihar and at center level this trend was in practice from 1996 to 2009

**11. Unethical and Corrupt leadership style:** The following factors contribute to unethical leadership: a) actions that go against moral standards are demonstrated; b) procedures and practices that encourage or facilitate unethical behavior are ingrained in the workplace; c) intentional ethics management is not used in the workplace; d) the aspect of leading others without moral value. It happens when leader is chosen by public on

behalf of one party and the leader turn court with moral support to other party as Jotiradidiya Scindia did, other example is in Maharashtra when group of MLAS, separated from Shiv Sena to form government with the support of BJP and recent example is our prominent leader Kejriwal who is running Government from jail.

**12. Bureaucratic leadership style:** Bureaucratic leadership is a style to management that is hierarchical. Laws and regulations serve as the foundation for a clearly defined chain of command that guides decision-making. Explicit expectations, responsibilities, and duties promote efficient processes under bureaucratic management. The system is run by secretaries through bureaus, which means that public representation is frequently necessary in order to obtain justice, yet corrupt representatives make the problem worse than it is under this system.

**13. Communal leadership style:** Moreover, communal leaders have a strong sense of integrity and transparency, which helps to develop team members' sense of commitment and ownership. By doing this, they provide team members the confidence that their efforts are directed toward a common goal and vision, enabling them to provide their best work. This system of leadership was popular for almost 35 years in West Bengal and in Kerala, they are still ruling this type of leadership, more bother about their own team and comrade that's why TMC got chance to restrain them in West Bengal. In China at international level in our neighborhood doing very well.

**14. Fanatic leadership style:** By adamantly rejecting the established quo and the critics who uphold it, these people can pave the way for the organization to stand out from the crowd. These CEOs, while not insane, are undoubtedly passionate about transforming an industry and possibly even a culture. Dictatorial, authoritarian leadership style. Democratic participatory leadership; laissez-faire delegation; transactional managerial leadership, all type up to some extents are combined together for getting benefits and to work for particular group of people with define objective, very often such leaders misuse the power to crush other group. The mindset of transformational leadership is visionary.

## 6. CONCLUSION

In India all the fourteen leadership style are practically available and are in use by almost every political party, only degree vary as the Indian society is multi-religious, multi-lingual, multi-cultural and having economic disparity, the leaders use very often their tactics to lure their follower on the basis of emotions and sentiments up to large extent, mostly, it has been found that there was era of jugad leadership from 1996 to 2014 at Centre level but in state it is still in practice a horse trading unethical toppling of elected government is very common. The doctorial style is when there is only one man show surrounded by stooges and puppet, fanatic and theocratic because still the clergy men from popular religious organization have much say, fanatic and

communal when only one community was given priority, unethical and corrupt as present level of leadership in the score of corruption zenith point no body bother just gossip with one another a but leader abuse their power for their vested interest , laissez faire as no one is in control, any one is free to do what he or she likes, leaders take bribes in one another form but get free, hardly any buck was recovered, just blame and raise voice through media. After some time, issue is sent to cold store, now important thing, why people want to become leader in India to serve public, this notion is wrong leader don't want to serve public but want to safeguard the future of their own generations and get license to abuse system and misuse the power in many forms. Resultantly, a stage will come when there will be no rule, only anarchy that is lawlessness. Now public is having patience or deep slumber, when come out sleep all the resources shall be drained and no one has other option except for violence as at present more than 80% of resources in the hand of 20% population the disparity cannot be pacified with lollipop of 5 kilo of ration, people need dignified role to play not charity. BJP is trying to Project Narendra Modi as chismatic leader, but he is not having the qualities of chirma. Infact, he is succeeding because of singlemanship and there is no rival for him in his own party equal to his image and among other parties. But he possesses all other thirteen styles of leadership mentioned supra in the findings, except charismatic style. In fact in India blackmailing and dominating the opponent and rival is unethically very common brain washing of voter and masses in India either in the name of religion or caste is often seen and still dominating the Indian leadership style , the educated intellectual and high class citizen hard cast their vote and use the right to franchise in fact for proper leadership function in India voting must be made online and mandatory to choose the best leader for the cause of progress parties and leaders using and demanding vote on the basis of religion and caste must be banned totally by constitution order

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