

An Opinion on Different Types of Organizational Leaderships

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Introduction

Knowledge is essential for every organization to compete in this competitive world. For any organization to be more competitive, knowledge sharing between individuals, teams, and organizations is critical. Knowledge sharing also allows individuals for mutual learning in the workplace. So, learning at the workplace through knowledge sharing can be considered an essential aspect of an organization's competitive advantage. Knowledge sharing can be done between the employees when they get desired recognition or get good returns.

Transformational leadership is a type of leadership where a leader works with the employees, identifies the change needed, and inspires followers to accept the change and execute the change with his followers for the organization's growth and success. Many scholars suggested that transformational leadership positively influences employees over the past few decades, especially in terms of employee satisfaction, commitment, and achievement. Transformational leaders also learn from others and encourage others to share their knowledge for mutual benefits. Past research explains that this leadership style has a positive impact on employee's knowledge sharing.

In transformational leadership, leaders inspire their followers to perform with more potential than expected. Therefore, transformational leaders improve the follower's work and increase their feelings of motivation, commitment, trust, and work engagement. They also create a work culture by which employees also participate in organizational development. They make employees feel empowered by which employees engage more in work. Transformational leadership consists of four elements, also referred to as four I's. They are inspirational motivation, intellectual stimulation, individualized consideration, and idealized influence [1].

As we know that leaders are the main pillars for the success of an organization. So, leaders must be ethical and trustworthy. Authentic leadership is one such leadership style that mainly deals with psychological ability and provides an ethical environment. The main elements of authentic leadership include self-awareness, ability, and knowledge of one's strength and weakness and another critical aspect is relational transparency, which is about maintaining transparency in relationships and knowledge sharing. These leadership attributes affect employees' knowledge sharing behavior, and they are positively influenced by the leader's ethical standards and transparency in knowledge sharing.

Authentic leadership creates a positive work environment where ethical values are encouraged, and it is also about trust and caring. These leaders always follow morals and encourage employees to think innovatively, and thus, they gain the employees' trust. They maintain transparency in relationships and create a safe psychological team environment where employees can

share their knowledge without fear of stealing their creative ideas, and this also provides learning knowledge through sharing [2].

Strong leadership motivates employees for organizational innovation. Transformational leadership mainly works on teamwork, motivating the employees, and collaborating with the employees at a different level to accept a desired change in the organization. Transformational leadership motivates and maximizes the performance of employees and provide opportunities for their professional and personal growth. This leadership is the most effective form of leadership for promoting innovations as it requires significant changes in the organization. Knowledge sharing plays a vital role in innovative organizational capabilities as innovation and creativity are the outcomes of information sharing.

Authentic leadership is mainly built on ethical values, trust, honesty, and transparency relationship with their employees. Authentic leadership motivates and encourages employees for innovation and creativity by promoting trust between leaders and employees. These leaders create a positive work environment where knowledge sharing is done without fear and encourage employees to speak openly. Innovation is more critical for any organization to survive and to get success in this competitive world. These two leaderships also have a positive impact on data management in an organization [3].

Servant leadership is a type of leadership where the primary goal of a leader is to serve. Here the servant-leader is servant first who has the natural feeling to serve his employees first. Servant leadership is different from other types of leadership, which shifts the focus from influence to serve. Servant leaders always ready to help their employees by giving their best. In the end, these leaders always focus on the development of their employees [4].

The main six characteristics of servant leadership are empowering and developing people, humility to seek others' help and reciprocating when necessary, authenticity, interpersonal acceptance of others' perceptive, providing direction to employees, and stewardship of acting role model to their followers. Many researchers argue that knowledge sharing is essential because the knowledge of each individual is imperfect. Organizations require employees to share the knowledge among the team, solve the problems, or provide new ideas using such knowledge. So, leaders play an essential role in creating a knowledge-sharing environment. Servant leadership is one of the best leaders as they are concerned with serving their employees to keep their self-interests beyond. These leaders always encourage their employees to prioritize other interests and advocate them to share knowledge in the groups as a knowledge-sharing environment is associated with improved organizational performance. Many reports stated that knowledge sharing environment has a positive effect on organizational performance.

Knowledge sharing is nothing but diffusing specific information within the group of the organization. However, creating a knowledge-sharing environment is not an easy task because employees hold information for securing the promotion or do not want to reveal information for lesser incentives. Servant leadership gives importance to his followers, thus gaining the trust and promoting building the knowledge sharing environment as employees also want to support their leader by returning something for their leader's support [5].

Conclusion

Transformational leadership always motivates and encourages their

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Date of Submission: 17 April, 2022, Manuscript No. jeom-22-75600; **Editor assigned:** 18 April, 2022, PreQC No. P-75600; **Reviewed:** 29 April, 2022, QC No. Q-75600; **Revised:** 05 May, 2022, Manuscript No. R-75600; **Published:** 12 May, 2022, DOI: 10.37421/2169-026X.2022.11.364

employees to accept the change and make them to the vision and guide them through the change to achieve an organization's goals. Transformational leaders work along with their employees to encourage them and take complete action to implement the organization's change. Transformational leaders do their work correctly and always assist in building suitable data structures.

Conflict of Interest

Author had no conflicts.

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How to cite this article: Pramod, AR. "An Opinion on Different Types of Organizational Leaderships." *J Entrepren Organiz Manag* 11 (2022): 364.