

# A Study on Dictatorial or Authoritarian Situational Leadership

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**Abstract:** Situational leadership is a hypothesis of leadership that is a piece of a gathering of speculations known as contingency hypotheses of leadership. As a rule, contingency speculations of leadership hold that a pioneer's adequacy is identified with the pioneer's qualities or practices in relation to varying situational factors. As indicated by situational leadership hypothesis, a pioneer's adequacy is contingent on his capacity to adjust his management conduct to the dimension of his subordinates' development or sophistication.

**Keywords:** Leadership, Situational

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## I. INTRODUCTION

Situational leadership is a leadership style that has been created and contemplated by Kenneth Blanchard and Paul Hersey. Situational leadership alludes to when the pioneer or chief of an organization must modify his style to fit the improvement dimension of the adherents he is attempting to impact. With situational leadership, it is dependent upon the pioneer to change his style, not the adherent to adjust to the pioneer's style. In situational leadership, the style may change continually to address the issues of others in the organization dependent on the situation.

We are for the most part unique. We originate from various foundations, societies and have fluctuating degrees of experience. We go to the work environment with various motivations and often with emotional things. As pioneers we should not exclusively know about our very own motivation for getting things done (our WHY) yet additionally be available to getting others. In my communications workshops I stress the need not exclusively to comprehend our very own STYLE of communication however much more significantly, to comprehend others' STYLES and truth be told, to move towards their style in our communication with them. Communications specialists call this "fitting your message to your 'intended interest group'." Our job as pioneers is to propel and impact the adherents, and you can't do that on the off chance that you don't know their favored style of imparting or their favored leadership style. Situational leadership is adaptable. It adjusts to the current workplace and the necessities of the organization. Situational leadership did not depend on a particular aptitude of the pioneer; rather, the person in question alters the style of management to suit the necessities of the organization. One of the keys to situational leadership is versatility. Pioneers must almost certainly move starting with one leadership style then onto the next to meet the changing needs of an organization and its workers. These pioneers must have the knowledge to comprehend when to change their management style and what leadership system fits each new worldview.

## II. REVIEW OF LITERATURE

MT Malik, (2014) Situational leadership the organization based model that has starting late been focused as a techniques for taking a gander at and delineating appearing in cutting edge training. The makers of the situational organization model recommend that boss have an extent of styles and can change their style in light of the natural elements they experience. Further, the theory keeps up that boss can make sense of how to improve their organization capacities through a cognizance of the speculation itself. This examination tried to see this case in an informational milieu. Specifically, the undertaking contemplates whether the style versatility and style amplexness estimations of a teacher's style profile increase on account of the educator getting some answers concerning the speculation itself. To extend an individual's style range is a whole deal undertaking, and as foreseen, no additions in the style range scores were noted. Moreover, the results of this examination show that there were no imperative augmentations in the style amplexness scores of the instructors who were in the treatment gathering.

David, (2015) Empirical tests of Hersey and Blanchard's situational initiative hypothesis have exhibited that the appraisal of supporter ability and duty, basic relevant highlights directing ideal administration style, represents a few issues in testing the legitimacy of this hypothesis. Also, most past investigations have utilized pioneer rating as the main data source in making these appraisals. The reason for this study is to utilize the level of understanding between pioneer rating and adherent self-rating to decide devotee ability and responsibility, and thus an ideal initiative style. Review information gathered from the two managers and workers in business associations in Norway were broke down to test the forecasts set forward in SLT.

Karie Lorraine Hickman, (2015) The emphasis is on how organizations, organizations, parastatals, businesses, and nations can get viable initiative style to accomplish set objectives. There are vacuum of genuine cognizant pioneers, regardless of whether in governmental issues, religion, association, business, training, sports or foundations. There is urgent need of skilled, rule, touchy, caring and cognizant pioneers. In this the examination accentuation will be set on the need to recognize what makes a pioneer and what makes a supporter. This exploration is about the missing connection in administration styles, with effect on the presentation of the devotee or worker of an association with spotlight on Nigeria association.

Saeid Afshinpour (2014) The study sought to assess the impact of initiative on advancement the board contemplating the overwhelming authority styles, the administration viability, and the connection between authority adequacy and development the board of a gathering of officials of a few associations in a BRIC nation (Brazil). To recognize the dominating authority styles, just as the administration viability of the 400 included administrators, it has been utilized an instrument accessible in the market. To process the development the executives execution, a current model, the Value Innovation Model, has been connected prompting the esteem advancement record for every single one of the 48 included associations. To research the connection between administration viability, taken the normal esteem per association, and the esteem development file, it has been utilized the straight relapse measurements figuring the direct relationship coefficient between the before referenced factors.

### **Styles of Situational Leadership**

The style a pioneer utilizes under situational leadership depends on joining dimensions of mandate conduct and strong conduct. You can consider mandate conduct as a request and steady conduct as offering help or direction. Hersey and Blanchard concentrated on four diverse leadership practices dependent on the dimensions of mandate and strong conduct:

- Telling is the place the pioneer demonstrates high order conduct and low strong conduct
- Selling is the place the pioneer demonstrates high order conduct and high strong conduct
- Taking an interest is the place the pioneer demonstrates low mandate conduct and high strong conduct
- Designating is the place the pioneer demonstrates low mandate conduct and low strong conduct

A devotee's general development for the motivations behind situational leadership hypothesis is a function of two components. A supporter's errand development is the capacity of an adherent to play out the assignment. A supporter's mental development speaks to the devotee's eagerness to play out an errand.

Under situational leadership, the pioneer's function is to decide the dimension of an adherent's errand and mental development. Once the pioneer decides an adherent's general dimension of development, the pioneer ought to change his conduct such that most successfully deals with the supporter's conduct in light of the devotee's development. Increasingly full grown representatives need less direction and help, while workers with less development need more direction and help. There are two standard models of situational leadership, one depicted by Daniel Goleman and another by Ken Blanchard and Paul Hershey.

## **III. CONCLUSION**

Leadership is the way toward affecting others to work enthusiastically toward an organizational objective with confidence. As indicated by Asika, "leadership is commonly characterized basically as the way toward impacting individuals to coordinate their endeavors towards accomplishment of some specific objective or objectives".

Leadership is commonly characterized just as the specialty of impacting individuals with the goal that they will endeavor enthusiastically towards the accomplishment of gathering objectives". "This concept can be believed to incorporate readiness to function as well as with energy and confidence. Leadership just as a demonstration that includes impacting others to act toward the accomplishment of an objective". Leadership has been characterized as far as functions execution by officials as 'people and as a gathering'. This concept elucidate that the responsibility of the better is than direct conduct into channels that advance the accomplishment of organization and departmental objectives. Further examinations have been done by specialists to analyze the issue of leadership

Leadership as a relational concept including both the impacting specialist and the person being affected. This he guaranteed implies that without supporters there can be no Leader. He further shown that the factor which connect to deliver a successful pioneer incorporate not just the capacities and qualities of the gathering he is driving, yet in addition the attributes of the situation where his leadership happens. To round it up depicted the country head as having tyrant leadership attributes and practices. They appear to keep up an unbending oppressive way to deal with management just as an ace worker rider horse relationship with subordinates. A commonly and preparing is absolutist and requests only regard and dutifulness from his subordinates.

Leadership especially in the open segment turns into the 'support of impact to manage requirement and profitability, trashiness and wastefulness, twofold guidelines, absence of reality and indiscipline. Pioneer in the

outside possessed private part is additionally a dictator who keeps up an ace worker relationship with his subordinates. He similarly hold the concessionary perspective on open office, yet not at all like his partner in the open segment, he is conscious, strives to achieve target set for him by his remote experts and is exceedingly responsible and responsible. He does this due to his dread of rejection and in light of the fact that he appreciates great working conditions and great incidental advantages.

#### IV. REFERENCES

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