

Exploring the Link Between Leadership Styles and Communication Strategies Among Young Emerging Leaders in Indian Organizations

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Abstract

Growth in the corporate sectors in India provides an immense opportunity for young Indian leaders. In addition, the shift in the paradigm of Indian society allies various women leaders to emerge in different sectors. Therefore, the following study has discussed different leadership styles and communication strategies related to the growth of Indian-origin women leaders. For the process of analysis, secondary primary quantitative method of analysis was followed. In order to collect data primary Indian-origin woman leadership between the ages of 25 to 30 was analysed with an appropriate questionnaire. For the survey, 350 women leaders from different sectors were considered. At the same time with the help of IBM SPSS software, quantitative analysis was conducted and results were developed. It was found that the leadership styles and communication stages are important and depend on the situation. Moreover, successful leaders implement different communication styles and strategies based on the situation. Additionally, it was found that the communication skills of the leader are an essential factor for success.

Keywords: Women leaders in India, Leadership Styles, Communication Strategies, Young Emerging Leaders in India, Indian organisational leadership.

1. INTRODUCTION

Leadership styles and leadership and communication skills are one of the improving elements for successful leaders. In addition, the increasing number of young Indian leaders is denoting equilibrium of gender in leadership. Hence, understanding the linkage between the success of a woman and leadership styles and communication strategies is the primary aim of the study. Additionally, the elements related to leadership styles and communication strategies are discussed in a systematic manner in the following study.

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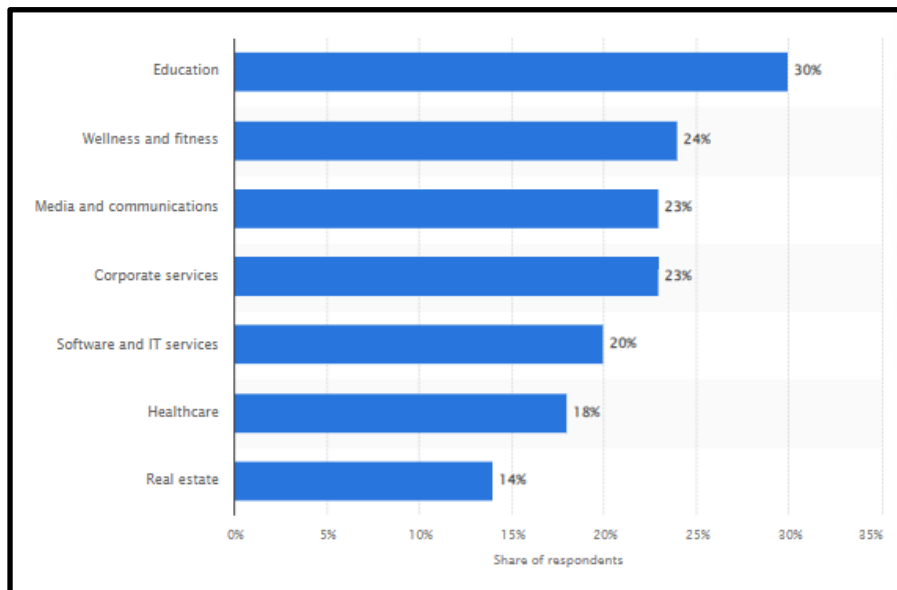


Figure 1: Growth of woman leadership in different sectors of India

(Source: 21)

The above graph illustrates the sector-wise growth of Indian woman's leadership. It can be seen that each of the sectors highlights massive growth for the Indian woman leadership. In The education sector, there is a growth of 30%. On the other hand, it can be seen that the sector of software and IT have 20% woman leadership [21]. Similarly, the corporate sectors have seen 23% of growth in woman leadership [21]. Therefore, such increasing statistics justified the rationality of the study.

Additionally, it was seen that there are various problems in the office. For instance, office politics is one of the major hindrances for women leaders [1]. Additionally, it was noticed that the equal distribution of opportunity is not there. Furthermore, a gap in the grooming for women leadership is there in the corporate. Additionally, it was found that there is only 3.6% of woman holds board membership for corporate [21]. Thus, there is a massive gap which needs to be filled through the implication of leadership styles and communication for women leaders.

2. RESEARCH OBJECTIVES

In order to conduct the empirical analysis following objects are followed

- a) To analyse the influence of leadership styles and communication strategies for young emerging leaders of Indian origin
- b) To understand the different leadership styles for making successful Indian leaders
- c) To analyse different communication strategies that are essential for a successful leader
- d) To discuss the challenges associated with young woman's leadership in India
- e) To statistically discuss suggestions in order to counter the challenges of women's leadership

3. METHODOLOGY

The methodology of the study looks into the various steps used to develop an empirical analysis. Moreover, data collection and data analysis are the essential process of the

methodology of research that is essential in order to develop an analysis [19]. Therefore, the process of collecting data was conducted by considering the primary data sources. The focus of the collected data was the women leaders between the ages of 25 to 30. In order to collect data a questionnaire was developed consisting of 3 demographic questions and 10 questions related to the variables [7]. The process of collecting primary data allows to maintain the authenticity of the study.

On the other hand, the quantitative methods of data analysis were considered for analysing the collected data. Moreover, relations between different can be analysed with the help of statistical analysis. Additionally, the implication of the statistical analysis aids the process of establishing relations between the elements of the study [17]. Thus, statistical matrixes such as demographic statistics, ANOVA, and regulations are included as the element of the study. For the statistical analysis, IBM SPSS software was considered. In addition the process of statistical analysis further aid in the process of developing a tangible solution to the problems. Hence, quantitative analysis was implemented in the following empirical analysis.

4. ELEMENTS OF LEADERSHIP STYLES

At the time of analysing past research related to leadership styles and communication strategies, it was noticed that most of these are different factors of the same. Moreover, each of the elements acts differently and has a different level of impact on the leadership [3]. Leadership styles, it is possible to influence others by setting the right examples. Moreover, the leadership skill of a person is directly related to the skill of influencing others. Therefore, setting the right examples is essential for engaging young in dual leadership. The communication skills of a leader are essential factors in making sessions for an organisation [6]. Therefore, it can be understood that the impact of both communication skills and styles of leadership is essential elements for a successful leader.

During the analysis of past literature, it was noticed that leaders have an important role in the operations of a business by making an effective environment. A Comprehensive understanding of leadership styles and communication skill aids to maintain a positive attitude for the leaders [11]. Therefore, with appropriate leadership styles and communication, it is possible to maintain a positive work environment [2]. On the other hand, researchers have argued that there are rumours factors that aid the process of maintaining a positive environment.

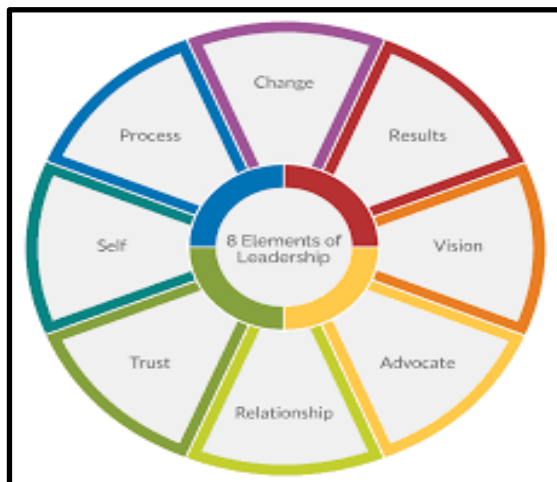


Figure 2: Elements of leadership

(Source: 3)

Additionally, it was noticed that design-making process is one of the significant quality leaders. Therefore, maintaining an appropriate leadership style aids the process of decision-making for women leaders of Indian origin [12]. At the same time, one of the major qualities of leaders observed is the skill of taking responsibility. At the same time, making workload by handling immense pressure is found to be a major quality for leaders. Therefore, it can be comprehended that in order to maintain quality leadership, Indian-origin leaders need to incorporate such qualities. In addition, the implication of such skill is possible through following an appropriate leadership style.



Figure 3: Different factors of leadership styles

(Source: 10)

Additionally, it was noted that communication styles are one of the major factors that are necessary for leadership. Effective communication with the team members allows them to have a wider perspective of a situation [10]. Therefore, it is possible to counter problems with appropriate planning [8]. On the other hand, it was noticed that the skill of communication with the staff increased the trust factors in the leaders. In addition, the thrust on a leader increases the value of leadership [14]. Therefore, from the above discussion it can be understood that that is implementing an appropriate strategy is essential for effective leadership. At the same time, the impact of different factors such as demographic and educational background plays a major role in the development of leadership for women in India. Additionally, past analysis raised to comprehend the overall factors associated with the leadership styles and communications skills of the leaders.

5. IMPORTANCE OF COMMUNICATION SKILLS FOR LEADERSHIP

Leadership style needs proper communication skills mostly dependent upon the dyadic conversation between the management team and the team leader. It involves the practice of sharing the vision and inspiring others for uplifting the working process to develop the organizational prospect. During the events, the concerned leader needs to be proactive in nature and handle situations eloquently [26]. Their speaking power encourages the team members to come up with new ideas and to share them with sincerity. In addition to that, their act of empathy is important that enhances their leadership quality as well as puts a

good impression on the working team and leads them to support each other in every aspect.

Transparency in communication works as an insight for the team members to work towards a common goal. The leader is aligned with the efforts of words and can easily develop interest among the members to work effectively. Active listening to all the views and ideas of the employees delivers respect towards their thoughts possessing a strong implication on the management goals [27]. The leader's choice of explaining and defining the concept makes it helpful for others to grab the knowledge effectively.

6. RESULTS

Designation

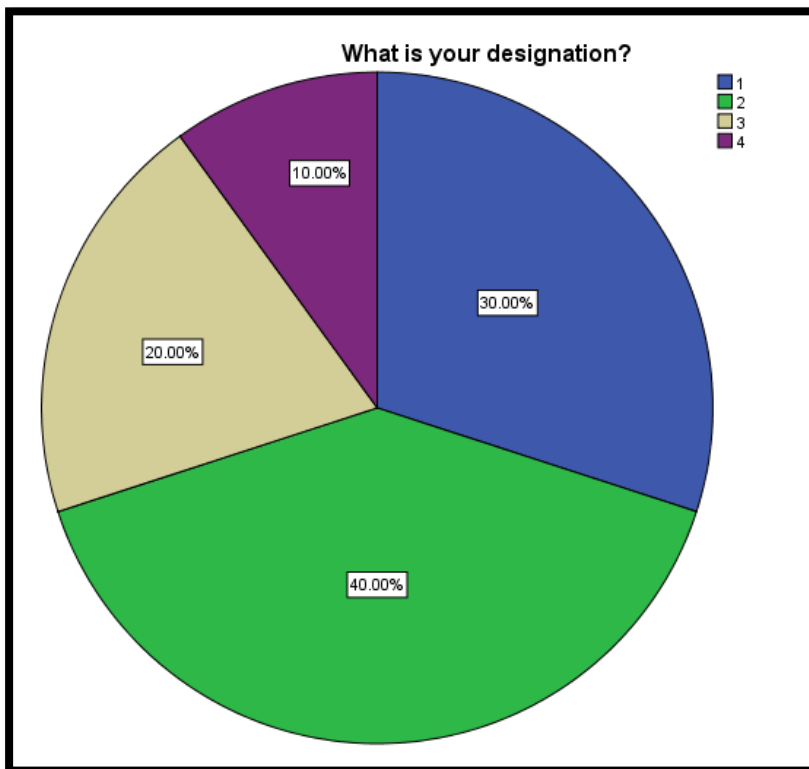


Figure 4: Pie chart associated with the designation of participants

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	105	30.0	30.0	30.0
2	140	40.0	40.0	70.0
3	70	20.0	20.0	90.0
4	35	10.0	10.0	100.0
Total	350	100.0	100.0	

Table 1: Table associated with the designation of participants

The above table and figure are associated with the designation of the participants. From the above illustration and table, it can be seen that 40% of the participants were from the designation of CEO and 30% of the participants were executives. Additionally,

10% of the participants were from management backgrounds and 10% were team leaders of various organisations. Hence, it can be understood that CEO was predominant in the data set.

Age

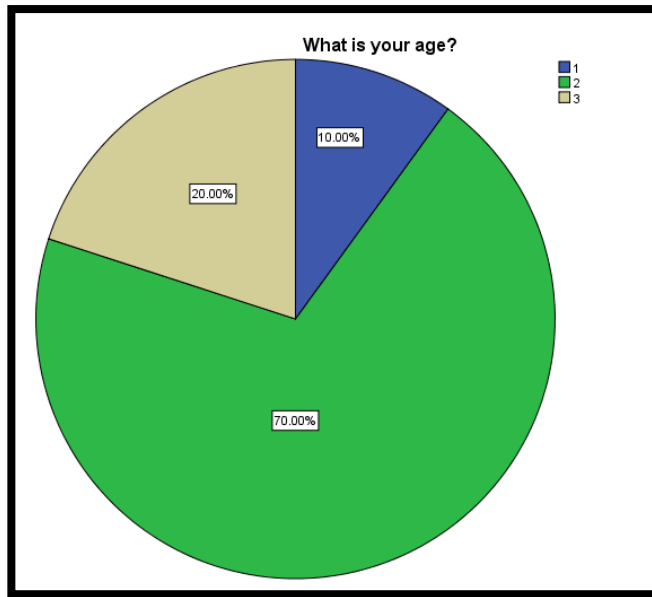


Figure 5: Pie chart related to Age

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	35	10.0	10.0	10.0
2	245	70.0	70.0	80.0
3	70	20.0	20.0	100.0
Total	350	100.0	100.0	

Table 2: Table of Age

The above figure and pie charts are related to the age of the participants where it can be seen that 70% of the participants were between the age of 25 to 30 years of age. On the other hand, 20% of the participant was between 30 to 35 years of age. At the same the rest 10% identified themselves as below the age of 25. Henceforth, it can be understood that 25 to 30 years of women leaders are predominant in the data set. At the same time, the range of the data set was between 25 years to 35 years of age.

Work experience

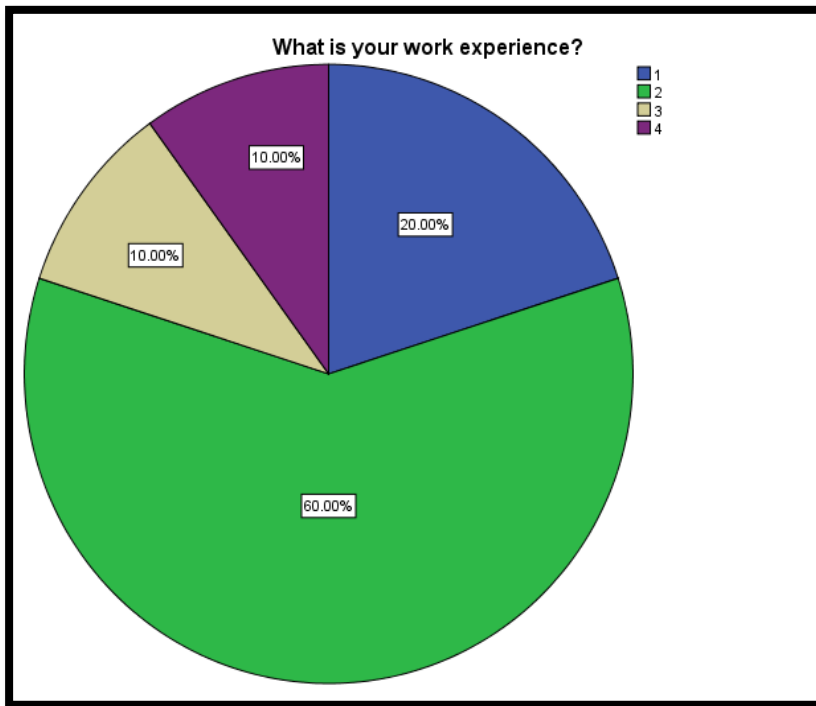


Figure 6: Pie chart related to work experience

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1	70	20.0	20.0	20.0
2	210	60.0	60.0	80.0
3	35	10.0	10.0	90.0
4	35	10.0	10.0	100.0
Total	350	100.0	100.0	

Table 3: Table of work experience

The above table and figure are related to the work experience of the participants. From the illustration and the table, it can be seen that 60% of the participants had more than 10 years of experience. In addition, 20% of them has an experience more than 15 years [18]. Furthermore, participants having experience of more than 5 years and less than 5 years have individually represented 10% area of the pie chart. Henceforth it can be understood that the average of the population had an experience between 10 to 15 years. Thus a young and experienced population was assessed.

Descriptive analysis

Descriptive Statistics

	N	Range	Minimum	Maximum	Mean	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
DV	350	2	1	3	1.90	.539	.291	-.077	.130	.324	.260
IV1	350	3.00	2.00	5.00	3.6000	.80115	.642	-.330	.130	-.323	.260
IV2	350	3.00	2.00	5.00	3.6000	.91783	.842	.094	.130	-.894	.260
IV3	350	2.00	2.00	4.00	3.4000	.66427	.441	-.661	.130	-.620	.260
IV4	350	4.00	2.00	6.00	4.0000	1.48536	2.206	.000	.130	-1.559	.260
Valid N (listwise)	350										

Table 4: Table of Descriptive Analysis

The descriptive statistics for the topic-related variables are shown in the above table of the study. The investigation of descriptive statistics helps to comprehend the basic characteristics of the related variables [4]. Moreover, The probable reliability of the variables is also described using descriptive statistics [5]. As can be observed, the dependent variable's standard deviation is 0.539 and its mean value is 1.90. Additionally, the first independent variable provides a mean value of 3.600 where the standard deviation value is 0.8011, the second independent variable shows that the mean value is 3.600 and the standard deviation value is 0.9178. In addition, the third and fourth variables are the mean value respectively, 3.4000 and 4.00 and the standard deviation values respectively, .066 and 1.48. Hence it can be seen that all the means values are greater than the standard deviation. Therefore, most of the answers are clustered around the means of each variable. In addition, it can be said that the spread is comparatively less [15].

Additionally, from the Adobe table skewness and kurtosis interpretation is presented. A greater value than + 1.0, the distribution indicates that it is right skewed and leptokurtic [17]. On the other hand value less than -1.0 indicates the distribution is left-skewed and platykurtic. It can be seen from the above that only the dependent variable is right-skewed and all the independent variables are left-skewed. On the other hand, it can be said that all the variables are platykurtic.

Hypothesis 1: Leadership Styles and Communication strategies have a direct relation with the success of women leaders of Indian origin

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.604 ^a	.364	.362	.431	.364	199.363	1	348	.000	1.558

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	36.969	1	36.969	199.363	.000 ^b
	Residual	64.531	348	.185		
	Total	101.500	349			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	.437	.106		4.123	.000			
	IV1	.406	.029	.604	14.120	.000	.604	.604	.604

Table 5: regression table for Hypothesis 1

Above the table is related to the regression analysis of the first hypothesis. Depending on the values of the regression statistics relation among the factors can be analysed [13]. Based on the table it can be seen that the R square value is 0.362 and the r value is 0.60. Hence it can be said that there was a 36% change in the first independent variable in order to impact the dependent variable. In addition, there is a 6% chance of such occurrence.

At the same time, it can be seen that the value of significance for the first independent variable and the dependent variable is 0.000. The sander value of significance is interpreted as lower than 0.05. Therefore, a significance value of 0.000 which is lower than 0.05, denotes that the first independent variable is supported with appropriate pieces of evidence [16]. On the other hand, it can be seen that the F value is 199.366 indicating that the test is significant for the empirical analysis.

Hypothesis 2: Transparency in the position of leadership is proportionally related to the process of building trust among the staff

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.081 ^a	.007	.004	.538	.007	2.301	1	348	.130	1.365

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.667	1	.667	2.301	.130 ^b
	Residual	100.833	348	.290		
	Total	101.500	349			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	2.071	.117		17.762	.000			
	IV2	-.048	.031	-.081	-1.517	.130	-.081	-.081	-.081

Table 6: regression table for Hypothesis 2

The table is related to the regression analysis of the second variable. Moreover, the above regression describes the relationship between transparency and effective leadership. It can be seen that the F value for the test is 2.30 for the above test. A greater F value indicated that there is a major variation between the factors of the test [9]. Moreover, it can be said that the above analysis is satisfactorily significant. In addition, a greater variation between the test elements randomises the outcome of the analysis.

On the other hand, it can be seen that the r value and the r square value are respectively, 0.001 and 0.004. Therefore it can be said that there is a 0% chance of the independent variable being the dependent variable. Additionally, there is a 0% chance of such an

occurrence. Additionally, it can be seen that the value of significance is calculated as 0.130 which is a lot higher than the range of 0.05 [22]. Henceforth it can be understood that there is no relation between the dependent variable and the independent variable. Moreover, in each case, the null hypothesis can be considered true. Moreover, it can be said that is not directly related to the success of a leader [20].

Hypothesis 3: Confidence of a person is related to the success of women's leadership in India

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.112 ^a	.013	.010	.537	.013	4.419	1	348	.036	1.410

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.273	1	1.273	4.419	.036 ^b
	Residual	100.227	348	.288		
	Total	101.500	349			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	1.591	.150		10.620	.000			
	IV3	.091	.043	.112	2.102	.036	.112	.112	.112

Table 7: regression table for Hypothesis 3

The regression analysis of the third hypothesis is discussed in the above table. Moreover, regression analysis aided to understand the relationship between a dependent variable and a third independent variable. The relationship between the elements can be examined based on the results of the regression statistics. The table shows that the r value is 0.11 and the R square value is 0.01. Therefore, it may be comprehended that the first independent variable required to be adjusted by 11% in order to affect the dependent variable. Additionally, there is a 0.1% probability of this happening. Furthermore, it can be seen that the significance value for both the dependent variable and the third independent variable is 0.036 which is lower than the standard value of 0.05. Hence, it can be said that the third variable is related to the topic and it is supported by appropriate evidence.

At the same time from the above table, it can be seen that the F value is 4.419. The F value of nova can be 1 to infinity and a closer value to 1 indicates that the regression analysis has statistical significance. Moreover, it can be understood that there is an even distribution of the related variables. Thus, Confidence is important for effective eldership

Hypothesis 4: The communication style of leaders plays an essential role for an effective leadership

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	.626 ^a	.392	.390	.421	.392	224.227	1	348	.000	1.930

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	39.773	1	39.773	224.227	.000 ^b
	Residual	61.727	348	.177		
	Total	101.500	349			

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations		
		B	Std. Error	Beta			Zero-order	Partial	Part
1	(Constant)	.991	.065		15.304	.000			
	IV4	.227	.015	.626	14.974	.000	.626	.626	.626

Table 8: Regression table for Hypothesis 4

The above table is related to the regression analysis of the fourth hypothesis. It can be seen that the F value for the fourth hypothesis is 224.227 hence, it can be said that the regression analysis for the fourth hypothesis is satisfactory. In addition, the distribution of the factors for the fourth hypothesis is even. Additionally, the value of significance for the fourth hypothesis is 0.000 which is lower than 0.05 [25]. Therefore, it can be said that the fourth hypothesis is supported with appropriate evidence.

On the other hand, it can be seen that the value of R and R square change is respectively 0.626 and 0.392, hence, it can be analysed that a 62% change in the fourth variable can influence the independent variable. In addition, there is a 39% chance of such occurrences. Therefore, from the above analysis, it can be understood that the communication style of leaders is essential for effective leadership.

7. DISCUSSION

In order to analyse the impact of different leadership styles and communication strategies an empirical analysis is presented. The leadership of an organisation is directly with the suitability of the business [24]. Therefore, the impact of the leadership styles and communication strategies are analysed with the help of primary quantitative analysis. Primary sources of data were considered in order to collect data for the analysis. The process of collecting primary data is to collect reliable and real-time information [10]. On either hand, the process of quantitative analysis helps to establish a relationship between different related factors of the study. At the same time, it was possible to establish tangible outcomes for the analysis [23]. It was noticed that incorporating communication skills and following a specific leadership style could be beneficial for women leaders of Indian origin. Additionally, factors such as communication and transparency is analysed through appropriate quantitative analysis.

8. CONCLUSION

Thus, a systematic discussion about leadership styles and leadership styles and communication strategies for successful leaders is presented in the study. Moreover, the focus of the study was centred on Indian woman leadership between the age of 25 to 30. In order to collect information primary sources of data were considered and all the collected data was analysed quantitative method of analysis. It was found the impact of leadership styles and communication skills has a direct relationship with the effective

leadership of Indian-origin woman leadership. Furthermore, it was noticed that factors such as the ability to manage work pressure, being transparent to the staff members and analysing risk are the skills which are essential for Indian-origin woman leaders. Moreover, it was found that the impact of effective leadership depends on the confidence of the leaders. Moreover, confidence is a factor that boosts the capability of an Indian-origin woman leader. On the other hand, the result showed that effective communication skills have an essential role in effective leadership. However, the transparency of the leaders was found to be a quality that has no direct impact on the leadership style.

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