

Leadership Style and Practitioner Motivation

Phercharaporn Wongluang¹

¹ Faculty of Business Administration Program in Health Business Management, Bangkokthonburi University.

Pongphon Wongwisit²

² Faculty of Business Administration Program in Management, Bangkokthonburi University.

Nipada Polharn³

³ Faculty of Business Administration Program in Management, Bangkokthonburi University.

Laddawan Komonsin⁴

⁴ Faculty of Business Administration Program in Innovative Trading Management, Bangkokthonburi University.

Abstract:- Leaders play an important role in leading followers to achieve organizational goals effectively. They need to communicate with employees in detail, and manage human, financial and marketing capital wisely, simply put Leadership is the process by which individuals motivate or influence others to achieve organizational goals. Therefore, the leadership of executives is very important in making the organization achieve its goals effectively. The researcher therefore conducted a study. Leadership style and motivation of workers by collecting data from a group of 515 corporate executives in the private sector and using questionnaires as a tool. Statistics used in data analysis include. Frequency, Percentage, Mean and Standard Deviation, Chi-square statistic, p-value, Chi-square/df Harmony Level Index (GFI), Adjusted Fit Index (AGFI), Criterion Fit Index (NFI), Comparative Fit Index (CFI), and Parameter Error in Estimation Index (RMSEA). Statistical analysis. Inferential Statistics is the analysis of structural equation models. The results found that Hypothesis 1 (H₁) Leadership style and motivation of workers. Supportive leadership, directive leadership, achievement-oriented leadership Participatory leadership influences work performance, including work quantity, work quality, time spent on work, $DE=0.18^*$. Accept the research hypothesis. and Hypothesis 2 (H₂) work motivation consists of success in work. Being respected, nature of work, responsibilities Progress has an influence on work performance $DE=0.42^*$, $IE=0.47^*$ Accept the research hypothesis. Accept the research hypothesis. Leadership styles and worker motivation Supportive leadership, directive leadership, achievement-oriented leadership Participatory leadership and Work motivation consists of success in work. Being respected, nature of work, responsibilities Progress results in work performance, influencing work performance, including work quantity, work quality, time spent performing work. Statistically significant.

Keywords:- Leadership Style, Practitioner, Motivation.

I. INTRODUCTION

Steady authority, order administration fashion, success-oriented administration, and participatory administration all have an affect on work execution, counting work volume, work quality, and time went through performing work [1] [2] [3]. These distinctive sorts of authority styles can impact employees' imaginative work behaviors, their capacity to realize organizational objectives, and their by and large execution [4] [5]. Transformational and value-based administration styles have been found to have a critical impact on employees' imaginative work behavior, whereas laissez-faire administration fashion does not have an affect. Furthermore, the consider suggests that a authority hone that's adaptable, definitive, shrewd, situational, and meritocratic is required for successful alter administration in sports organizations. By and large, the choice of authority fashion can incredibly impact work execution results in terms of volume, quality, and time went through on work errands. Distinctive sorts of administration styles can have an affect on employees' imaginative work behaviors, their capacity to attain organizational objectives, and their in general execution. Transformational, value-based, and inventive administration styles have been found to impact online information sharing, which in turn intervenes the affect of authority on representative imagination [6]. Also, administration styles such as dictator, law based, and laissez-faire have been appeared to influence worker yield, cooperation, and eagerness, with all styles except authoritarian administration boosting efficiency within the working environment [7]. The choice of authority fashion can essentially affect middle-level employees' execution markers, counting efficiency, work fulfillment, and inspiration [8]. Moreover, a administration fashion that adjusts with organizational culture and values can cultivate a positive work environment environment and improve organizational execution [9]. By and large, viable administration styles can play a significant part in forming employees' behaviors, inspiration, and efficiency, eventually contributing to the accomplishment of organizational objectives and progressed execution.

Persuading groups is more challenging than persuading an person. Exceptionally regularly, people within the group have diverse convictions, values and distinctive objectives and desires. A group can be characterized as a collection of people who have distinctive skill sets; work together to attain objectives and offer assistance group individuals to collaboratively apply distinctive aptitudes (Enbom et al., 2005). It is troublesome for a pioneer to persuade each part of a group based on his or her one of a kind persuading figure. A single inspiration methodology needs to be chosen for the group so that it can be propelled successfully (Clark, 2013). In addition, spurring a group is regularly challenging as both intrinsic and outward inspiration methodologies got to be decided agreeing to the values, convictions and considering of the complete group. There can be both positive and negative characters in a bunch. Positive identities offer assistance people to contribute their one of a kind capabilities and potential viably (Clark, 2013).

Characterize a gather as a assemble of people who work successfully together to accomplish a common reason and are willing to work to ensure that their goals are finished Humphrey et al. (2009). In a healthcare organization, teams have prime relevance, because it may be a multi-disciplinary calling, counting medical caretakers, specialists and experts of distinctive specialties. These individuals must work viably in a group, communicating and sharing assets. Each part of a healthcare group has specialized information to perform diverse errands. These multi-professional groups unravel wellbeing issues. Such groups shape an critical highlight of organizations in all businesses, not as it were healthcare. The viewpoint on which they are based is that all the group individuals are exceedingly qualified. The potential esteem of such groups is evident, but healthcare organizations are finding it difficult to motivate them, which could be a challenging assignment. Assist, inspiration alone is for the most part not sufficient, other highlights such as communication are basic. Open intuitive offer assistance group individuals to communicate successfully around their callings. In addition, each part ought to have the opportunity to communicate, as this assist spurs these experts (Rose-Grant, 2016). Authority can never be isolated from group inspiration and viable authority is related with the solid inspiration of group individuals.

II. THE SITUATIONAL LEADERSHIP MODEL

The Situational Authority demonstrate could be a adaptable approach to administration that emphasizes adapting behavior and administration fashion agreeing to the wants of the circumstance or group. It is based on the understanding that a leader's behavior is affected by the circumstance they are in, which this impact can change depending on components such as assignment complexity, instability, or direness . Situational pioneers are able to rapidly alter their behavior and adjust to the circumstance at hand. This approach is esteemed in different settings, counting non-governmental organizations, instructive teach in Pakistan, and online learning situations amid the worldwide widespread. Situational administration has been found to have a positive affect on representative commitment, counting full of feeling

and continuation commitment. It too advances adaptability, development, and inventiveness in organizations, energizes worker engagement, and increments group inspiration. By and large, situational administration is seen as a important approach for victory in a changing world.

➤ *Majority Rule Administration Moreover Called: Participative or Facilitative Authority*

Equitable administration is precisely what it sounds like all the pioneer makes choices based on each group member input. In spite of the fact that a pioneer makes the ultimate call, each representative has an break even with say in a projects heading. Equitable pioneers frequently have the taking after characteristics: Comprehensive Collaborative Compelling communicator Engaging Steady and sympathetic Trust-building Sincerely brilliantly.

➤ *Absolutist Authority Moreover called: Dictator, Coercive, or Commanding Administration*

Absolutist administration is the converse of equitable administration. In this administration fashion, the pioneer makes choices without taking input from anybody who reports to them. Absolutist authority is ordinarily characterized by Centralized decision-making Coordinate and top-down communication Negligible assignment Restricted independence for group individuals Accentuation on chain of command and status Safe to criticism or feedback This fashion is most valuable when a commerce ought to control particular circumstances, not as a standalone administration fashion. For occasion, it can be viable in crisis or emergency circumstances where fast and conclusive activity is fundamental.

➤ *Laissez-Faire Authority Too called: Delegative or Hands-off Administration*

On the off chance that you keep in mind your high-school French, you'll precisely expect that laissez-faire administration is the slightest meddling frame of authority. The French term laissez-faire actually deciphers to let them do. Pioneers who grasp it provide about all specialist to their workers and donot frequently added unless the circumstance calls for it. A few key characteristics of laissez-faire authority incorporate Constrained direction, course, and criticism Negligible obstructions and control Tall independence and opportunity Strengthening and believe.

➤ *Strategic Leadership*

Key pioneers sit between a company's essential operations and its development openings. This shape of administration requires vision, competitive mindfulness, and adjust capacity. These pioneers acknowledge the burden of official interface but too guarantee that working conditions are steady for everybody else. Key pioneers point to direct their organization toward its long-term objectives. By utilizing this administration fashion, you'll make a forward-thinking, spry, and versatile organization that can flourish in today's energetic commerce scene.

➤ *Transformational Leadership*

Transformational pioneers pick up the believe and certainty of their groups, energize group individuals, and lead workers toward assembly company objectives. Transformational administration moreover continuously makes strides upon the company traditions and propels workers to develop and assist create their aptitudes. Eventually, the objective of a transformational pioneer is to make a enduring positive impact, elevate their group to attain their full potential, and drive victory for the organization.

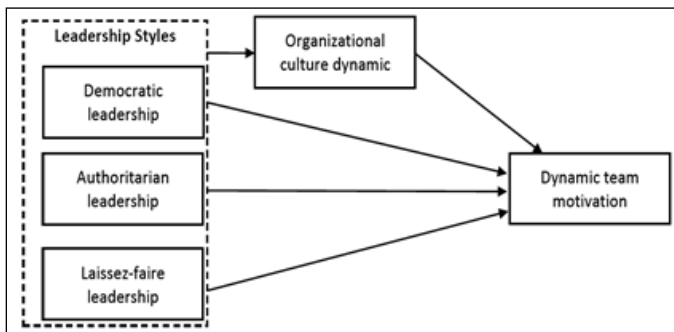


Fig.1. Study Framework

III. RESEARCH OBJECTIVES

- To study 4 types of leadership, consisting of supportive leadership, leadership Directive style, success-oriented leadership Participatory leadership affects work performance, including work volume, work quality, and time spent performing work.
- To study motivation in work, consisting of success in work, receiving accept and respect the nature of work, responsibilities Progress affects work performance, including work quantity, work quality, time spent performing work.
- To utilize the comes about from the think about to create regulatory authority within the display period era.

IV. RESEARCH METHODOLOGY

The researcher has formulated a conceptual framework from the synthesis of concepts, theories, and research related to the researcher therefore conducted a study. Leadership style and motivation of workers by collecting data from a group of 515 corporate executives in the private sector and using questionnaires as a tool The researcher therefore conducted a study. Leadership style and motivation of workers by collecting data from a group of 515 corporate executives in the private sector and using questionnaires as a tool. Statistics used in data analysis include. Frequency, Percentage, Mean and Standard Deviation, Chi-square statistic, p-value, Chi-square/df Harmony Level Index (GFI), Adjusted Fit Index (AGFI), Criterion Fit Index (NFI), Comparative Fit Index (CFI), and Parameter Error in Estimation Index (RMSEA). Statistical analysis. Inferential Statistics is the analysis of structural equation models.

V. RESULTS

➤ *Summary Table of Research Hypothesis Testing Results*

Table 1 .Research Hypothesis Testing Results.

Hypothesis Research	Influence	Accept/Reject
Hypothesis 1 (H₁) Leadership style and motivation of workers. Supportive leadership, directive leadership, achievement-oriented leadership Participatory leadership influences work performance, including work quantity, work quality, time spent on work	DE=0.18*	Accept
Hypothesis 2 (H₂) work motivation consists of success in work. Being respected, nature of work, responsibilities Progress has an influence on work performance	DE=0.42*, IE=0.47*	Accept

The research results found that Hypothesis 1(H₁)Leadership style and motivation of workers. Supportive leadership, directive leadership, achievement-oriented leadership Participatory leadership influences work performance, including work quantity, work quality, time spent on work, DE=0.18*. Accept the research hypothesis. and Hypothesis 2 (H₂) work motivation consists of success in work. Being respected, nature of work, responsibilities Progress has an influence on work performance DE=0.42*,IE=0.47*Accept the research hypothesis. Accept the research hypothesis. Leadership styles and worker motivation Supportive leadership, directive leadership, achievement-oriented leadership Participatory leadership and Work motivation consists of success in work. Being respected, nature of work, responsibilities Progress results in work performance, influencing work performance, including work quantity, work quality, time spent performing work. Statistically significant.

VI. DISCUSSION AND CONCLUSION

The results were discovered in this study.

- Accept the research hypothesis. Leadership styles and worker motivation Supportive leadership, directive leadership, achievement-oriented leadership Participatory leadership and Work motivation consists of success in work. Being respected, nature of work, responsibilities Progress results in work performance, influencing work performance, including work quantity, work quality, time spent performing work. Statistically significant..
- Motivation consists of success in work. Being respected, nature of work, responsibilities Progress has an influence on work performance .

VII. ACKNOWLEDGMENTS

The Leadership style and practitioner motivation. Hypothesis 1(H₁) Leadership style and motivation of workers. Supportive leadership, directive leadership, achievement-oriented leadership Participatory leadership influences work performance, including work quantity, work quality, time spent on work, DE=0.18*. Accept the research hypothesis. and Hypothesis 2 (H₂) work motivation consists of success in work. Being respected, nature of work, responsibilities Progress has an influence on work performance DE=0.42*,IE=0.47*Accept.

REFERENCES

- [1]. Caidingping. Statistical analysis of the modern logistics industry and the national economy[J]. Logistics, 2006, 3 vol.21, no.1, Mar.
- [2]. China Statistical Yearbook 2005, National Bureau of Statistics, 2005.Fangqiuyan. Analysis of the interaction between economic development and the logistics industry[J]. Logistics Technology, 2005, no.3:11.
- [3]. Huanghai, Xutao. Analysis of the relationship between economic development and the logistics industry[J]. Logistics Technology, 2006, vol.3, no.2:112.
- [4]. Fareeda Ma (2023) The Strategy for Increasing Exported Quantity of Thai Furniture Industry, ACADEMIC JOURNAL BANGKOKTHONBURI UNIVERSITY Vol.7 No.1 January - June 2018P.30-43.
- [5]. Guetal, H. G., Stone, D. L. (Eds.). (2005). The brave new world of HR: Human resources management in the digital age. San Francisco, CA: Jossey-Bass.
- [6]. Paul Hersey and author Ken Blanchard(1970) The Situational Leadership model.
- [7]. Yasmin, Mirzani. (2023). A study on leadership styles and its impact on organizational success. EPRA international journal of economics, business and management, doi: 10.36713/epra12138
- [8]. Krisada Chienwattanasook (2019).Working Environment and Motivation Affecting Team Performance: Empirical Data from a Computer Equipment Manufacturing Company. Academic Journal Bangkokthonburi University Vol.8 No.2 July-December 2019 P.219-230
- [9]. Gulruh, Gurbuz., Burcu, Gulec. (2022). How leadership style matters for innovative work behavior. Journal of Business, Economics and Finance, doi: 10.17261/pressacademia.2022.1651.
- [10]. Thomas, Pratt., Eka, Diraksa, Putra. (2022). Leadership Types. doi: 10.4337/9781800377486.leadership.types.
- [11]. Bayram, Sahin. (2022). Effective Leadership Types in Change Management in Sports Organizations. International journal on social and education sciences, doi: 10.46328/ijonses.485.
- [12]. Tuğba, Gül, Baynal, Doğan., Sermed, Doğan., Ebru, Aykan. (2021). Liderlik tarzlarının bibliyometrik analizi. doi: 10.48070/ERUSOSBILDER.875279.
- [13]. Dr., Amardeep, B., Bajpai. (2022). Leadership. International journal of research and innovation in social science, doi: 10.47772/ijriss.2022.6819.

- [14]. (2022). Effect Of Leadership Style On Employee Performance. Neutron: Jurnal Rekayasa Teknik Sipil, doi: 10.29138/neutron.v21i02.143.
- [15]. Bachruddin, Saleh, Luturlean., Romat, Saragih., Arif, Partono, Prasetio., Rizkya, Putri, Kartikasari. (2019). Leadership Style and Work Stress as Antecedents of Job Satisfaction. doi: 10.2991/ICEBEF-18.2019.101.