

Editorial on the Relationship of Leadership to the Politics of the Organization

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EDITORIAL

Viewing leadership as an event in the shape of groups helps to understand the relationship between leadership and organisational politics. In this situation, your activities as a leader have an effect on your subordinates, causing them to cooperate voluntarily in order to achieve organisational goals. The political environment within the organisation is determined by how you utilise your authority. Politics in the workplace is unavoidable. Whether it's for a job opportunity or a personality attribute, someone or a group of people will usually use the workplace as a battleground. As a leader, how you handle such circumstances when they happen has an impact on the company's political climate.

Individual and group dynamics are examined in the study of organisational behaviour. It aims to comprehend organisational behaviour in order to build skills in forecasting how people would act. This can aid in the management of actions that are detrimental to the firm. Influencing behaviour may aid in increasing productivity.

Employee motivation is a technique for increasing productivity by addressing a physiological demand. An employer may try to boost employee motivation by giving them the authority to make decisions or solve problems in the workplace. Some firms also provide employees with the option of working from home or participating in training programmes.

Employees may respond differently depending on the leadership

style used by a company or boss. The majority of leaders employ a variety of leadership styles depending on the situation. A democratic leader allows team members to voice their opinions before making a decision, whereas an authoritarian leader takes decisions for them without consulting them. A laissez-faire leader does not intervene at all but lets employees as part of a team to make many decisions. The best predictor for how an employee is going to act is to look at how the employee has behaved in the past. The employer initiates a conversation with the interviewee to explain how similar problems have been handled in the past.

Employees in any company context require direction and motivation to work at their best. You lead your staff and your firm to success as a small business owner. Your actions have an impact on how they see you and the workplace in general. Our goal is to help you build leadership skills that will benefit your staff. Choosing the correct leadership style can be difficult because there are so many to choose from. The key to developing effective leadership behaviours is figuring out which ones will have the intended effect and then implementing them.

Maintain a professional barrier between you and your staff while aiming for relationships founded on mutual trust and understanding. Employees may lose respect for you if you are overly pleasant since they no longer see you as their boss. They may perceive you as chilly and unapproachable if you are too disconnected. The trick is to maintain a sense of equilibrium.

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Received: July 10, 2021; **Accepted:** July 15, 2021; **Published:** July 22, 2021

Citation: Bharathi D (2021) Editorial on the Relationship of Leadership to the Politics of the Organization. Review Pub Administration Manag. Vol: 9: No. 295.

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