CHAPTER 5

PROBLEM, OBJECTIVES, AND HYPOTHESES

5.1 PROBLEM

The Public sector organisations and the Non-Government Organisations (person, dyad, group, and collective) work for the benefit of the community. The IT, MNC, and Private organisations work to satisfy their clients or customers. Whether it is the community or the client, the goal of every manager as a leader in the organisation is essentially the same: to deliver results. However, the stakeholders in all these organisations vary. Does this lead to differences in the leadership style of the leaders across the diverse organisations? This is the focus of present study. In addition to this, the researcher addressed the following problems in this study:

1. Do the leaders’ perception of their styles match their subordinates’ expectations from them about leadership style in order to achieve effective outcomes?
2. Do the leaders’ personality and motivational characteristics support them to be effective leaders in the Indian cultural context?

5.2 OBJECTIVES

To prepare the leadership profile of leaders of the Public sector organisations, Private sector organisations, NGO’s, MNC’s, and IT organisations and there by:

1. To find out the effective style of leadership in each type of organisation.
2. To identify the strengths of leaders in organisations.
3. To compare leadership styles in different organisations.
4. To study how the subordinates perceive their leaders.
5. To examine how these different organisations with their unique styles of leadership could impact the performance.

6. To sketch the personality profiles of leaders in various organisations.

5.3 HYPOTHESES

H1 a. The leaders in the Private sector are more emotionally stable than those in the Public sector.

b. The leaders in the MNCs are more emotionally stable than those in the Public sector.

H2. There is no difference on the conscientiousness factor among the leaders from all the Organisations.

H3 a. Leaders in MNCs are more resonant than those in the Public sector.

b. Leaders in Private sector are more resonant than those in the Public sector

4 a. The leaders from NGOs will have a higher openness to experience than leaders from the IT Organisations.

b. The leaders from NGOs will have a higher openness to experience than leaders from the MNCs.

c. The leaders from NGOs will have a higher openness to experience than leaders from Private Organisations.

d. The leaders from NGOs will have a higher openness to experience than leaders from the Public sector Organisations.

5 a. The leaders from NGOs will be higher on agreeableness than leaders from the IT Organisations.

b. The leaders from NGOs will be higher on agreeableness than leaders from the MNCs
c. The leaders from NGOs will be higher on agreeableness than leaders from Private Organisations.

d. The leaders from NGOs will be higher on agreeableness than the leaders from the Public sector Organisations.

H6 a. The leaders’ attribute success or failure of the Organisation to the external causes in Public sector.

b. The leaders’ attribution of success or failure of the Organisation is internal in the NGOs.

c. The leaders’ attribution of success or failure of the Organisation is internal in the Private Organisations.