



Is autocratic or authoritarian leadership style the worst choice when it comes leading an organization?

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Abstract

This study investigates to find out answers to the question posed in the title of the article. The found answers is ambiguous as it could be the worst choice in some cases and at the same time the best choice in some other cases or even specific contexts and circumstances. So the truth is that there are no clear yes and no answer and all things are depending on a given context which also is changing very quickly.

Keywords: autocratic, authoritarian, leadership style, organization management

1.1. Challenges that managers today have to face in the context of integration:

Leadership style is the leader's way of working. A good leader is a leader with a reasonable leadership style to both meet the different needs of employees and promote individual and collective strengths in team or production activities, business. Since 1939, the first studies on leadership style were conducted by Kurt Lewin and his colleagues (Lewin, Lippit, White, 1939). From these studies, scientists have pointed out three main leadership styles: Commanding/authoritarian leadership style With this leadership style, the manager is the one who holds all the power and makes the decisions. They often assign tasks and show their employees how to do those tasks without listening to suggestions from employees. There are many opinions that the commanding/authoritarian leadership style limits work efficiency and creates a stressful atmosphere for the team. However, this style does not mean constantly shouting and giving orders to employees, and if applied in the right situation, this style can be effective. The imperative style can be applied well in the following cases: - Early stages of team formation: At this stage, team members still do not understand each other well, their tasks and directions are unclear. Leaders need to use an authoritarian style to create unity in team goals, ways of working, and decisions. - For new employees with little work experience: These employees often feel confused with the new working environment and do not clearly understand how to work in the company. Therefore, in this situation, the manager must act as the one who assigns work and guides the employee in a specific and detailed way, helping the employee integrate better with the working environment and other employees. . - Short-term decision-making situations: In these situations, with pressure to make decisions and limited time, an autocratic leadership style is necessary to solve problems. For example, during a battle, generals often have to make narrow decisions about whether to continue attacking or withdraw their troops. Democratic leadership style A manager with a democratic style knows how to divide his or her management power, enlist the opinions of subordinates and allow them to participate in discussions to make decisions. However, the main decision maker is still the leader. Democratic leadership style is considered the style that brings the highest working efficiency. This style will be effective in the following cases: - The manager is someone who clearly understands the problem but needs more opinions and information from subordinates to handle that problem. - The team must be relatively stable in terms

of routine and personnel, team members must be people who clearly understand the work, tasks and how to conduct work. Liberal leadership style Liberal style managers often only assign tasks or outline general plans but rarely participate in directly

directing work. They delegate and allow employees to make decisions and be responsible for their decisions before their superiors. This leadership style allows subordinates to have a high degree of autonomy to complete their work and managers have a lot of time to improve their productivity. However, this management method must be used appropriately, otherwise it can cause team instability. Managers can apply this method under the following conditions: - Employees have the ability to work independently and have good expertise, which can ensure work efficiency. - Leaders have good tools to control employees' work progress. In fact, each leader often has his own way of managing his employees. However, each of the above leadership styles has its advantages and disadvantages, so it is necessary to know how to coordinate to lead appropriately in each stage and each case. When choosing a leadership style, managers need to consider many factors at the same time, such as time available, type of tasks, level of work pressure, employee qualifications, relationships within the team, who has the information... However, good leaders are those who coordinate and flexibly use all three leadership styles above in a reasonable manner in specific cases.

2. Is a business manager with an autocratic or authoritarian style the worst choice when leading an organization?

An administrator/manager with an autocratic style is not the worst style when leading an organization. Any management style has its own strengths and weaknesses. The same goes for the autocratic style. The autocratic style is associated with authoritarianism which seems negative when working in a team. However, autocratic nature possesses advantages that other leaders do not have. When the leader is the most knowledgeable person in the group, an autocratic style can lead to quick and effective decisions. If your organization is placed in a "dilemma" of having to make decisions quickly and without time for collective consultation, then an autocratic leadership style is the best solution. If the leader has good capacity and can draw up plans and optimize them himself, members only need to follow the leader's instructions, which can prevent businesses or projects from stalling. due to poor organization or lack of unity. In businesses, there will be some cases where an organization has capable members but cannot complete a project simply because the team leader lacks organizational capacity. In such cases, a leader who is firm on time or perhaps autocratic can influence team members and force them to complete work on time. Some especially important projects will need leaders with particularly strong abilities and personalities to be able to motivate employees to work. If there are advantages, there must also be disadvantages, everything is like that and the authoritarian management style is no exception. Leaders who follow this management style will often have a bad reputation and will be labeled conservative, dictatorial, etc. by their subordinates. More seriously, it will lead to disagreements and disagreements. members' indignation. Because they are authoritarian, these leaders tend to ignore suggestions and do not receive or listen to comments and suggestions from team members. Therefore, members feel that their opinions are not respected and thereby create dissatisfaction with their superiors. Experts who study this issue also recognize that a manager's authoritarian nature can eliminate useful solutions to problems, thus affecting the team's level of performance.

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