Assignment No: 02

Subject: Principles of Managment
Topic: Describe who leaders are and what is leadership?
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"Introduction"

Leadership is an important management function that helps organizations achieve their goals. Effective leaders guide, motivate,

and influence employees to perform their tasks efficiently. In every successful organization, leadership plays a vital role in improving productivity, teamwork, and employee satisfaction.

Who Are leaders?

A leader is a person who can influence others and has the ability to guide them toward achieving specific goals. Leaders provide direction motivate employees, and help teams work together effectively.

Research has identified several traits commonly found in successful leaders, including:

- Drive and ambition
- Desire to lead

- Honesty and integrity
- Self-confidence
- Intelligence
- Job-related Knowledge
- Extraversion

What is Leadership?

Leadership is the process of influencing a group of people to achieve organizational goals. It involves motivating, guiding, and supporting employees so they can contribute effectively to the success of organization.

Why managers Should be Leaders?

Managers are responsible for planning, organizing, and controlling organizational

activities. However, they must also be leaders because leadership enables them to influence employees and gain their cooperation.

Conclusion:

In conclusion, leaders are individuals who influence and guide others, while leadership is the process of motivating and directing people towards achieving common goals. Effective leadership is essential for organizational success because it improves employee performance, teamwork, and overall productivity. Therefore, every managers should strive to become an effective leader.

Question No: 02

Explaining Work Group Behaviour and why Human Resources is important?

Introduction:

Organizations depend on people working together to achieve goals. Work groups improve coordination and productivity, while Human Resources Management (HRM) ensure that organizations have skilled and motivated employees. Both are essential for organizational success.

Explaining Work Group Behaviour:

A work group is a collection of individuals who work together to achieve common

objective. Group behaviour is influenced by several factors.

Roles:

Roles define the responsibilities and expected behaviour of group members, clear roles improve performance and reduce confusion.

Norms:

Norms are shared standards that guide members behaviour. Highly cohesive groups are usually more productive and committed to their goals.

Group Cohesiveness:

Cohesiveness refers to the unity among group members. Highly cohesive groups are usually more productive and committed to their goals.

Group size and conflict:

Small groups communicate more effectively, while larger groups provide diverse ideas. properly managed conflict can improve creativity and decision-making.

Human Resources important:

Human Resources (HR) is one of the most valuable assets of any organization. Human Resource Management (HRM) focuses on attracting, developing, motivating, and retaining employees to achieve organizational objectives.

Importance of HRM:

- Helps recruit and select qualified employees.

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- Provides training and development opportunities.
- Improves employee performance.
- Increases motivation through compensation and benefits.
- Supports career growth and development.
- Promotes workforce diversity and equal opportunities.
- Helps organizations gain a competive advantage.

Conclusion:

In conclusion effective work group behaviour improves organizational performance through team work, communication. HRM plays a vital role in recruiting developing, and retaining talented employees. Together, they contribute to the overall success and growth of an organization.