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GROWTH OF LEADERSHIP TO STRENGTHEN NATION AND SOCIETY

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ABSTRACT

Our boys should learn two things, Firstly, to prove that given the opportunity they are inferior to non in intelligence and in Capacity. Secondly, to prove that they are not merely to tread the path of personal happiness but to lead their community to be free to be strong and to be respected”

-Dr. B.R.Ambedkar

KEYWORDS :building strong and stable nation , superior performance, managing emotions.

1.INTRODUCTION

In building strong and stable nation, the above words of DR.B.R.Ambedkar motivating and inspiring youths to develop the skill and qualities of leadership to think about their intelligence and capacity, also take responsibility of communities to develop socially, politically and economically to strengthen the unity and integrity in the nation. Effective leadership is essential for organizations successes and therefore, the ability to identify and define effective leadership is crucial, technical expertise, superior performance and established experience are no longer, only criterion of effective leadership. Today effective leadership are defined by inspiring and motivating others, promoting a positives work environment, understanding and managing emotions, building bonds, communication, influence and so forth.

“Our slavery we only need to remove, no religion or person will remove them” Human history provides many examples of people and communities which have been dominated or enslaved or exploited by more powerful



groups and India is not free from it, but even we find or society provides us with inspiring examples of heroic leaders struggling against such social evils to free human beings from all kinds of exploitation. As a political ideal the concept of equality involves the ideal that all human beings have an equal work regardless of their color, gender race or nationality. It mentions that human beings deserve equal consideration and respect because of their common humanity and in addition to that justice evoke passionate responses from their advocates, everyone wants justice for oneself and to some extent for others also. but unlike love, which is an aspect of our relationships with a few people whom we know well, justice concern our life in society the way in which public life is

ordered and the principle according to which social goods and social duties are distributed among different members of society. Such type of dominance, inequality and injustice we find in society.

Dr.B.R.Ambedkar was Architect of the Indian Constitution. He was well known politician and an eminent jurist and a strong leader to support and strengthen deprived community. His efforts to eradicate the social evils like untouchability, caste restriction, man dominance in society to empower deprived women/men without any kind discrimination. Today whatever development we are finding from deprived community for that leadership and contribution of Dr.B.R.Ambedkar is commendable. That's why quality and thoughts of the personality influence is more to transform society from ignorance to awareness. **"Leadership is the capacity to translate vision into reality"-Warren G. Bennis.** Leadership provides guidance and direction to a team and is comprised of both personal qualities and acquired skill. From a historical perspectives leaders have the ability to assess the team, focus its energies execute a plan and accomplish an objectives, that remains the same once it becomes apparent that diversity is not a program, but an asset it is incumbent upon a leader to maximum asset realization through the creation of a dynamic environment within which the leader can then apply those assets to refine the lead focus, sharpen the plan or even alter the objectives. In all organizations, therefore, leadership is an essential part of every executive work. With advance in technology, the work of the executive in any organization becomes more particular specialized, and the skills he requires become more particular to his specialization. But history indicates clearly that the quality of leadership determines the effectiveness of an organization, and there is no indication that the importance of leadership will lessen in the future. Indeed , what is indicated is that greater and greater skill in leadership is demanded to meet technological complexity,, the rising knowledge and skill of men and women working in organizations and changing social attitudes. Leadership is vital in moments of crisis , it is equally significant in the long-term humdrum situations when the circumstances are monotonous and boring. Leadership, therefore, remains the core of the executive's profession and he must develop his leadership, by improving his knowledge and skill and by adjusting his attitudes, if he is to perform effectively in crisis or in mere routine. He can achieve this development only if he understands clearly the nature of leadership.

A leader therefore, must be able to recognize the needs of each of his followers in order to motivate them. Many people ask what the prerequisites for successful leadership are. This difficult question is not impossible to answer. Although we may recognize the speech of leadership, we cannot say with certainty that a person possessing certain traits or characteristics will necessarily be a good leader.

- 1.The desire to excel: A leader is never content with second best. He must always be in the lead, and is a self-starting individual who is willing to engage in long hours of hard work to achieve success.
- 2.Sense of responsibilities: A leader is not afraid to seek, accept , and faithfully discharge responsibility.
- 3.Capacity for work : Good leaders are willing to accept the demands of success long hours and hard work.
- 4.A feel for good human relation: Leaders study and analyse their followers trying always to understand their fellow workers is in all probability the most important single characteristic of good leadership.
- 5.A contagious enthusiasm: enthusiasm is like a mob once caught up in it, we move along with it. Good leaders should impart this contagious enthusiasm to their associates. Once workers are thus caught up in the web of enthusiasm for their jobs, they take on a new sense of adventure and enthusiasm in the accomplishment of their specific endeavors.

Obviously these five are not the only qualities of leadership. Intelligence, character, integrity, and similar traits commonly found in a discussion of what it takes to be a manager or a good leader might well have been included.

Pfiffner has described leadership as "the art of coordinating and monitoring individuals and

groups to achieve desired ends” While distinguishing it from command he said that ideally leadership involves more of persuasion than command so that the authority is accepted naturally. However, he left that the two cannot be separated.’

According to Barnard, a leader performs four main functions:

- i.the determination of objectives;
- ii.the manipulation of means ;
- iii.the control of the instrumentality of action ;
- iv.and the stimulation of co-ordinate action .

According to krech and Crutchfield, the functions of the leader can be divided into three main categories:

(i)The setting and achieving of organization goals which include

- a)Policy-making
- b)Planning
- c)Execution

(ii)The operations of the organization which include

- a)Expert
- b)Representative
- c)Controller of inter-group relationships
- d)Motivator

(iii)A group figure like

- a)Exemplar
- b)Symbol of the group
- c)Father figure
- d)Scapegoat

Daniel Katz and Robert Khan give four reasons:

(i)The incompleteness of formal organizational design–

Leadership is needed to compensate for the weakness inherent in the formal designs.

(ii) In view the changing environmental, conditions the leader is require to initiate the correspond changes in the organization.

(iii)The internal dynamic of the organization, as organization grows new complexities of structure ate create giving rise to new coordination needs requiring the leader to formulate new policies.

(iv) The nature of segmental human membership in the organizations necessitates a leader to introduce such change, which positively influence the human behavior of the person on the job.

CONCLUSION:

According to Appleby,, a good administrator has willingness to assume responsibilities; demonstrates continuing personal growth ; is disposed towards action; is a good listener who asks pointed questions; works well with all sorts of people ; seeks ablest obtained subordinates; uses institutional resources –does not try to do it all and know it all himself; cares for power only as it contributes to effectiveness , chiefly as a e reserve asset, has self-confidence, and so is ready to admit his limitations and errors’ is hospitable to bad news as well as good; respect subordinates as much as superior; constantly seeks to improve institutional performance; and in democratic government he respect political process and responsibilities. Thus the leadership is main aspect in society as well as in

any nation of the world to strengthen and build the society with positive vision and build positive attitude among the people in the society.

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