



Can Autocratic Leadership Lead To Cannibalization Of The Organization. In The Globalisation Point of View

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Introduction

One of the major reason for increase in attrition rate is job dissatisfaction and if we explore the reason for it, then one of the major cause comes to the surface is working under an autocratic leader. Sometimes the situation appears that everyone knows the boss is wrong but the question arises who will bell the cat. An autocratic leader does not co-ordinate but directs and dictates the employees which makes it difficult for a worthy employee to retain in the organization. The leader should allow the free flow of innovative ideas in the organization and should work in a participative style but the leader thinks this will lead to decrease in his superiority. The lack of creative ideas, failure to retain best of his employees and many more factors are discussed in this article which will lead to the downfall of the leader's own organization which he might have taken years to nourish it. A child wanted to send the letter to an angel, so what did he do, he wrapped the letter around a stone and threw up putting all his strength. The stone along with the letter went a little upwards and fell down. Next time he threw up even with a greater effort, but this time the stone moved more upwards compared to the earlier but it fell and banged on his head. The little fellow straight away ran to his father and narrated him the incident. The child was medicated by his father who cautioned him and said" Remember dear, it is very difficult to make things go upward but it is very easy for things to come down. See how my head is as smooth as a billiard ball. This is because all the flak that I receive from my boss at the office has taken away all my hair. Even the suggestions and reports that I send to him, return and bang on my head with greater momentum. Most of the people working in different organizations might put forward their consensus to the experience shared by the child's father.

Analysis And Discussion

Such incidents can be faced in organization which has autocratic leaders. As we know that in this competitive era the external environment is totally dynamic and the leader has to match the frequency of his thoughts with that of the dynamic environment which is full of uncertainties.

But the problem lies in the beneath that the autocratic leaders feel that they are always right and his subordinates are never so. How can it be possible for a leader to adopt a centralized structure in all the matters concerned with the organization.

Human resource management says that the right person should be placed in the right place at the right time. But all the recruitment policies and selection procedure

become a matter on paper if a new employee after a formal selection is placed under an autocratic leader who has the remote control of all the delegations given to him.

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If an individual who fits the job specification and fully justifies the job description after being placed but is not allowed to give suggestions or his suggestion I turned down by his boss, his innovativeness is crushed, then he would not be able to sustain in the organization for a longer time. Every talented employee in an organization wants to prove his talent but if there is not

collectivist approach and common goal the employee finds it better to switch to a new organization.

Sir Chester Irving Bernard favored the concept of establishing a formal channel of communication which should and as formal as possible. But many leaders do not believe in following this. Leaders believe that if their subordinates perform better than them then others would doubt their capabilities.

Most of the leaders lack one of the three managerial skills which is required for effective management.

Human skills

Conceptual skills

Technical skills

If a person with great technical skill is promoted to the post of the supervisor but he lacks human skills, then he will not justify his position. Similarly, if a person with great human skill is promoted to a middle level of an IT firm but lacks technical skill again will not be able to justify his position. Most of the leaders believe in cheap and flexible strategy. They do not believe in adopting a formal performance appraisal to sustain an organization. Cheap and Flexible means the employees are hired at lower wages for short tenures taking advantage of abundant labor supply. This strategy helps the leaders because they do not need to give promotion, increase basic salary, and provide fringe benefits and other forms of benefits.

One thing they miss is that such strategy hampers the brand image of the organization. No organization can sustain for a longer time if the leader does not adopt proper employee retention policy and treat the employees as assets and not liabilities.

In some organizations leader also has the fear of delegation of authority because the leader has the fear of exposure, he might have a greater love for his authority which he fears his subordinates can prove to be better if delegated.

One more factor that can lead to cannibalization of the organization is the lack of vision and crystallized objective. The leaders focus more on feedback control measures instead of concurrent and feed forward control measures. The objective should be shared or if possible MBO (management by objective) can be favored.

Leaders in most of the organizations fail to build a strong culture and good corporate governance. This leads to poor

coded conduct and ethical crisis which may lead to cannibalization.

Due to lack of shared values, common goals, weaker mission and short-term lust for profit, the leaders sometimes follow diversified investment policy to minimize the risk, but this policy leads to diseconomies of scale at the initial stages which creates much more difficulty to survive in the long run.

Conclusion

To summarize, this article has discussed different insights and aspects of leaders and leadership which is enough to cannibalize the organization. An entrepreneur is a risk taker but lack of management thoughts and participative approach can lead to disasters. A manager who is the leader of an organization should not believe in traditional pyramidal hierarchy approach but should believe in team effort for sure success.

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