



Does the leader influence employee performance? Evidence from Researcher Opinion

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ABSTRACT

This study aimed at exploring leadership's effect on employee's performance. The study attempted to examine how the leaders in an organization affect the employee's performance and the job roles, and it also tried to find out leadership styles in which the organization. As the researcher's opinion of majority respondents, they were gained the benefit of providing guidance. This implies that the leader was supervising employees and playing the guiding role for his subordinates.

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Briefer Introduction

The success of an organization is reliant on the CEO's ability to optimize human resources. A good manager or leader understands the importance of employees in achieving the goals of the organization and that motivating the employees is of paramount importance in achieving these goals (Wang et al., 2021).

A large body of empirical and theoretical evidence has revealed that governance behaviors influence organizational performance, that strong managers or leaders outperform weak managers or leaders, and that transformational leadership generates higher performance than transactional leadership (Ullah et al., 2021).

Managers create a social relationship between two or more people (authors, reviewers) in which the manager influences the social knowledge goal acceptance and actions of the follower, goals and define ways to activate them. They use power and persuading to ensure that followers have the motivation and role in clarifying specific goals. CEO also arrange to work environment such as allocating resources and altering communication patterns so that employees can achieve corporate objectives more efficiently. It plays a role in the activity of efficiency and effectiveness of performance of the employee on the organization. This objective is to highlight the effect of management on an employee's performance; all necessary oral information has been gathered from a primary and secondary source of researcher opinions (Ullah et al., 2021; Sanwal and Ullah 2021).

The objective of the study

This research aims to evaluate the effect of leadership on the employee's performance and forward possible recommendations that improve the employee performance related to leadership in the organization. The researcher is assessed how good leadership can influence and inspire the performance of employees and decision-making toward them in order to achieve the goals of the organization, and the study focused on the effect of leadership on the performance of the employee

Research Questions

- ❖ What type of leadership style would the organization follow?
- ❖ What would be the use of leadership in the organization?
- ❖ What is the problem related to leadership that affects employee performance?
- ❖ What is the solution to solve the problems that are related to the effect of leadership in organizations?

Conclusion

Based on the researcher opinion of the study, Lack of bonus or reward so ever the employee is working hard, Lack of promotion and less training capacity for staff was the major problems related to CEO that affect the employee performance in the organization that not allowed the organization to achieve its goal.

This may result in promotion for that employee who has shown very good result for their performance like upgrading of their salary or position, then the other staffs who did not perform well should be investigated, and appropriate action should be

taken through coaching and capacity building or through giving training related to their task.

Recommendations

- According to the ways, the leaders enhances his or her employee's performance few of the respondents shows that leaders use punishment, in this situation even though the majority of the employee are treated and encouraged in a good manner for minority.
 - It is recommended not to react through punishment to any of the workers, rather than preferable to adopt another positive mechanism like training to motivate them and build their capacity to do the assigned jobs as per the requirements.
 - The researcher recommended that the employee who performs shows very good performance review should be referred for giving a reward. This research encourages the weakness of staff to be strengthened.
 - As per the organization's decision-making methods based on the respondents' feedback, some of the respondents indicated that a single leader mostly makes decision-making during problem-solving. In this case, the researcher recommended that it is better to be participative and share with the employees of the organization.
 - The majority of the employees were informed that the leader follows the participatory leadership type, which has positive effects on employee performance and job satisfaction. Therefore, the leader of the organization is advised to continue supervising the employee by participating in the type of leadership.
- The leader of the organization had self-confidence; this inspires others to have confidence in their leadership. Therefore, the leader advised to encourage the workers and give them strengthens to build their self-confidence.
 - The leader was not only supervising employees but also play the guiding role for his subordinates which is important for the subordinates to perform their work effectively .therefore, the manager is advised to give an excellent and interesting guide to keep the employee motivated, as it is vital for the organization to achieve their goal.

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