Project Dissertation Report

on

Role of Leadership styles and its impact on business ethics

Submitted By

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DECLARATION

I, **Kshitij Sharma**, hereby declare that the Major Research Project Report entitled **" Role of Leadership styles and its impact on business ethics"** is uniquely prepared by me within span of four months.

I also confirm that the report is only prepared for my academic requirement, not for any other purpose. It might not be used with the interest of the opposite party of the corporation.

Kshitij Sharma

2K22/DMBA/63

Date: 27/05/2024

CERTIFICATE

This is to certify that **kshitij Sharma,** roll no. **2K22/DMBA/63** has submitted the project titled "**Role of Leadership styles and its impact on business ethics**", as a part of Master of Business Administration (MBA) curriculum of Delhi School of Management, New Delhi. As per the student, this is an original piece of work and has not been submitted elsewhere and plag content is less than 10%.

Dr. Chandan Sharma

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EXECUTIVE SUMMARY

The study's goal is to focus on the fact that a leader's leadership style can be influenced by their personality, experiences, emotional intelligence, family situation, and thought processes. It is essential for leaders to be aware of their individual combination of traits and characteristics, as well as how they affect their leadership style and effectiveness. To get the best results, leaders need to be able to adapt their style to different situations and circumstances. They ought to be able to determine the type of leadership that works best in a given circumstance, when to collaborate with others and get their input, and when to take command and make decisions. A culture of accountability and responsibility can be established by leaders who inspire their team to do the same by taking ownership, control, and accountability for their leadership style and decisions. Leaders can develop their skills, learn from their mistakes, and continuously improve their effectiveness as leaders by comprehending their leadership style. There is no one-size-fits-all approach to leadership, and various circumstances may necessitate different leadership styles. A pioneer who knows about their initiative style can adjust their way to deal with fit the necessities of the association or group they are driving. Autocratic, democratic, transformational, situational, and servant leadership are among the various leadership styles. Every one of these styles enjoys its benefits and drawbacks, and a pioneer ought to pick the style that best accommodates their hierarchical culture, group elements, and goals. There is no one-size-fits-all approach to leadership, and a leader needs to be aware of the various leadership styles and the benefits and drawbacks associated with each one. A leader can increase their effectiveness and achieve their goals by adapting their leadership style to the needs of their team and organization. Compliance with laws and regulations is only one aspect of business ethics; doing what is morally and socially responsible is another. Promoting and maintaining a culture of ethical behaviour within their organizations is a critical responsibility of ethical leaders. Employees, customers, suppliers, and the community as a whole all benefit when leaders in business place an emphasis on ethical behaviour. This goes beyond just their own businesses. Employees want to work for businesses that share their personal values, so companies attract and keep top talent. Additionally, ethical consumption is rising as consumers become more aware of the social and environmental effects of the

businesses they choose to support. As a result, win the trust and loyalty of their customers, which can result in long-term success and profitability. In conclusion, businesses in today's world require ethical leadership for success and sustainability. Business leaders can have a positive impact on their stakeholders, attract and retain top talent, and win the trust and loyalty of their customers by prioritizing ethical behaviour. An overview has been the focus of the review. Out of 250 objective respondents, 182 provided responses. As a result, there were 182 pieces of data from the company's employees in the sample. The results of the review made it easier to comprehend how the organization's business morale is affected by various leadership styles. The study's benefit is that it will give the examiner data and measurements on how each style affects the business role from the point of view of the entire organization, as well as specific suggestions for increasing the impact.

TABLE OF CONTENTS

Contents

CHAPTER 1: INTRODUCTION

As more and more businesses realize the significance of operating in a way that is sustainable and socially responsible, ethical leadership is taking on an increasingly significant role in the business world. While striving to achieve business objectives, ethical leaders give priority to well-being of their employes, customer, and community as a whole. Ethics of leader can foster a culture of honesty, trust, and accountability among their organization by leading by example and upholding high ethical standards and values. Employee morale can rise, as can customer loyalty, as well as the company's reputation and profitability.

Ethical leadership can assist in navigating the complexities of this position, despite the fact that being a global and national leader simultaneously can be a challenging position. Ethical leaders know how important it is to lead by example. They try to set a positive example for their teams and encourage them to work together toward a common goal. Ethical leadership has the potential to strengthen stakeholder loyalty, improve a company's reputation, and foster trust in the political and business spheres. In their decision-making processes, ethical leaders place an emphasis on fairness, transparency, and accountability, and they are dedicated to upholding the values and principles that guide their organizations. Moral authority can likewise assist with advancing social obligation, manageability, and natural awareness. Employees, clients, and the community as a whole are more likely to respect and admire leaders who put these issues first. In general, ethical leadership is a potent instrument that can assist leaders in achieving success in both their roles as national and global leaders. Leaders can motivate their organizations to achieve greatness and make a positive contribution to society as a whole by placing ethics and values first.

The numerous advantages of ethical leadership, which have been highlighted in numerous successful business stories, have been the subject of research by clinical researchers. The following is a list of some of the advantages of ethical leadership.

- **Further developed brand picture -** In the present computerized age, data goes at an unbelievably high speed, and, surprisingly, a solitary slip up can rapidly become famous online, harming a brand's standing and primary

concern. As a result, moral brand standards and ethical behaviour are critical for businesses.

- **Increased employee morale:** Creating a positive work environment that encourages growth and development necessitates the provision of encouragement and motivation to employees. A team that is committed to achieving common objectives is more likely to be led by leaders who motivate their employees and acknowledge the efforts and achievements of those employees.

- **Positive work environment culture** - Moral pioneers assume an essential part in forming the working environment culture and making a positive effect on the results. They set an example for others to follow by acting and speaking in a moral manner and upholding ethical principles.

- **Better recruitment:** With more people working from home, it's important to hire people who share the business's and leadership's ethical and moral values so that everyone gets the same treatment.

Ethical leadership has certain principles:

- **Fairness:** Treating others fairly is an important aspect of decency, which is a fundamental moral initiative characteristic. It is essential to acknowledge that fairness is a two-way street in which we have a duty to treat others fairly and an expectation of fair treatment from others.

- **Accountability:** It is indeed a positive quality that demonstrates a sense of responsibility and maturity to hold oneself accountable for bad decisions and errors. It demonstrates that individual is agreeing to accept responsibility for their actions and is aware of them.

- **Trust -** One the essential components of a productive team is trust. Team members who lack trust may be cautious, insecure, or unsure of their colleagues' actions, intentions, and abilities. This can establish a strained and broken workplace, prompting delays, misconceptions, clashes, and even venture disappointment.

An initiative style is a strategy by which a pioneer inspires colleagues to cooperate and puts an accentuation on their prosperity to accomplish the group's objective.

Understanding leadership styles is essential to a team's ability to thrive together while simultaneously evolving and adjusting to changes.

- **Democratic Leadership:** Democratic leadership is a good way to lead when the leader needs to get the team involved in making decisions and make them feel like they have a lot of responsibility and ownership.

- **Autocratic leadership:** type of the leadership under which the leader has the complete control over their team or organization and makes all decisions. This kind of leadership has a hierarchical structure where the leader has complete authority and employees are expected to do as he or she is told.

- **Laissez-faire leadership:** is when a leader lets their team members work on their own and provides little guidance or direction. They might give assets and backing; however, they don't engage in that frame of mind to-day direction or constantly hover over their group.

- To propel an organization toward its objectives, strategic leadership necessitates a combination of vision, strategic thinking, efficient communication, and execution skills.

- **Transformational leadership:** It is a leadership style that focuses on encouraging followers to reach their full potential and to go beyond their own self-interest for the benefit of the organization or society as a whole. Through their vision, charisma, and individual consideration for their followers, these leaders are able to inspire and motivate others to achieve common goals.

- The leadership style known as **transactional leadership** places an emphasis on the day-to-day management of an organization's tasks and operations. This kind of leader uses punishments and rewards to keep control over their team or organization and motivate their followers.

- The leadership style known as **bureaucracy** places an emphasis on adhering to predetermined guidelines, policies, and procedures. It has a hierarchical structure, standardized procedures, and formalized processes. Pioneers who take on this style are ordinarily centred around keeping up with strength, productivity, and consistency inside the association.

1.1 Objectives of Study

- To identify role of leadership styles and its impact
- To investigate how leadership styles affect ethical behaviour
- To learn about and identify different leadership styles
- To investigate the various business ethics practiced by various organizations.

1.2 Scope of Study

- Influence of individual traits on Leadership styles
- Impact of Leadership styles on Business Morale
- Ethical Leadership and Business Ethics
- Establishing a Culture of Accountability and Responsibility
- Adaptability of Leadership Style

CHAPTER 2: LITERATURE REVIEW

- **Kabene El At., 2006 -** A one-of-a-kind contribution to filling research gaps is this work. This observation suggests that EL in the hotel industry has piqued the interest of numerous academics, highlighting the significance of additional research.

- **Keller Et Al, 2007-** It was discovered that decisions should be made based on factors that only benefit the decision-maker. This infers that when a choice goes against the necessities of others, it is right on the off chance that it helps the leader.

- **Michael, 2010-** Initiative is straightforwardly connected with an association's prosperity. Principles, traditions, tolerance of change, and workforce motivation are all established by leaders. They influence the efficiency with which institutional strategies are implemented. It is essential to emphasize that an organization's leaders exist at all levels, not just in management. However, one trait unites all successful leaders.

- **Onyebuchi, 2011-** His research reveals that morals have a broad meaning and that there is no comprehensive arrangement. Some researchers claim that ethical behaviour on the part of business executives and individuals is straightforward. When moral obligations are misinterpreted and exemptions are granted, moral navigation becomes risky.

- **Modarres and Rafiee, 2011-** As a result, the activity and its outcome are at the centre of this concept. Deontology is the craving to constantly act in the correct manner. regardless of the actions' outcomes and the parties whose interests are harmed. Activities with an ethical undercurrent are remembered for deontological morals' moral methodology. What can and can't be still up in the air by rules.

- **Michael C. Chikeleze and Walter R. Baehrend Jr., 2017-** According to their findings, it is possible to measure the primary that a crisis and required to make an ethical decision. When faced with an ethical dilemma, leaders can use the ELSQ, a straightforward and user-friendly self-assessment tool, to identify their preferences and orientation for ethical leadership decision-making. They could acquire a superior comprehension of which viewpoints they normally incline toward and which theymight ignore or underrate thanks to this understanding. In addition, this information may provide additional insights into the dynamics of the team as well as situations in which team members disagree regarding the best course of action. Finally company can use creating, and teaching pioneers, organizations, and groups to make better decisions.

- **Moon and Jung, 2018 -** Morality and ethics are one of the most important factors that influence business leadership practices. The individuals from an organization are encouraged to embrace moral rules by initiative morals, which act as a urgent aide. Moral pioneers call for the convergence of moral standards, which would further develop authority, fairness, and engagement. Ethical leadership improves employee qualities, influencing workforce happiness and thinking. According to the statement, research demonstrates that moral qualities of leaders show a great deal of concern for the well-being of employees, resulting in happier employees at work.

- **Abdullah et al, 2018 -** Organizational behaviour is significantly influenced by ethical leaders. Positive attitudes are bolstered by leadership qualities that guide employees' work behaviours. EL to connect with the values of the workforce and address issues with employee behaviour. Congruence between employees and leaders encourages ethical behaviour in the workplace. The reasoning is that the research demonstrates that employees' work habits are guided by leaders with high ethical standards, thereby increasing their job satisfaction.

- **Aritz et al, 2018** – Due to its distinct technologies, MR plays a crucial role in enhancing an organization's understanding of information. Through productive media channels, moral pioneers confer moral information to their workers. Leaders can utilize high MR to send customized messages to workers about issues and exercises inside the association. To cooperate with their partners (i.e., colleagues, representatives, and clients), organizations utilize an assortment of correspondence systems. The use of media-based tools facilitates dialogue between leaders and subordinates within the organization. Google Docs, Facebook, Twitter, and email are the media-rich communication platforms that have achieved the greatest success.

- **ZM Hitke, 2019-** The association's choice of the right chiefs to accomplish the capability of business and establishments, as well as pursue a reasonable choice and strategies for which styles of pioneers meet the association's standards and execution development. The transformational and charismatic leadership styles that followed the ethical leadership style were effective for the organization's high performance, according to a survey, interviews, and conceptual models.

2.1 Significance of Leadership in HR

Leadership plays a crucial role in Human Resources (HR) for several reasons:

- **Setting the Tone**: HR leaders set the tone for organizational culture and values. They establish norms for behavior, communication, and collaboration within the workplace. Strong leadership in HR ensures that these values align with the organization's mission and objectives, fostering a positive and inclusive work environment.
- **Talent Acquisition and Retention**: Effective HR leadership is vital for attracting and retaining top talent. HR leaders develop strategies for recruitment, selection, and onboarding processes that align with the organization's goals and values. They also implement initiatives to promote employee engagement, satisfaction, and career development, reducing turnover and enhancing organizational performance.

- **Employee Development**: HR leaders play a key role in developing employees' skills, capabilities, and potential. They design to apply employees' growth and career progression. By investing in employee development, HR leaders contribute to a more skilled and motivated workforce, driving innovation and competitiveness.

- **Conflict Resolution and Mediation**: Inevitably, conflicts may arise in the workplace. HR leaders are responsible for resolving disputes and promoting constructive conflict resolution processes. They provide mediation, coaching, and guidance to employees and managers, fostering a culture of open communication, respect, and collaboration.

- **Change Management**: HR leaders are instrumental in managing organizational change effectively. Whether it's implementing new policies, procedures, or technologies, HR leaders facilitate communication, address concerns, and support employees through transitions.

CHAPTER 3: RESEARCH METHODOLOGY

The methodical and meticulous approach taken to investigate a particular phenomenon or issue is referred to as research methodology. It involves a number of steps, such as defining the research problem, coming up with research questions or hypotheses, choosing a suitable research design, gathering and analysing data, and coming to valid and reliable conclusions. Surveys, experiments, case studies, observations, and interviews are just a few of the tools and techniques included in the research methodology.

3.1 Research Design

There are various methods through which data can be collected. Gathering the data from various sources would help in getting better knowledge and help in conducting a better research analysis. For this I have chosen 2 different approaches to gather the information for conducting the analysis.

3.2 Data Collection

There are different methods of data collection (Qualitative, Quantative and mixed methods) for conducting the research I have chosen qualitative data as it is very important to use right method for the data collection.

The working professionals were asked to fill the google form in which the questions were asked related to the role of leadership styles and its impact on business ethics. It was assumed that population chosen for the survey was non biased and the responses were filled with honesty.

3.2.1 Technique of Research Used

The technique for this research is descriptive research

3.2.2 Data Source

- Primary Source: Surveys of the target audience and personal observation are used to get primary data on social media.

- Secondary Source: In addition to the original source, secondary sources are a significant source of data for the report.

  The Internet is the first secondary source on the list.

  Sites of social networks

  Textbooks

  A few further reports

  Additional resources

3.2.3 Technique of Survey Used

Probability Sampling: probability evaluating technique is any testing strategy that makes use of some kind of unpredictable decision. Laying out a cycle or system that guarantees that all units in your populace have equivalent possibilities being picked is the most vital phase in making a capricious dynamic cycle. Unusual methods of determining things have been utilized by humans in the past, such as drawing a name from a hat or pulling the short end of a stick. PCs are consistently used as the framework for giving unpredictable numbers as the foundation for conflicting affirmation these days.

3.3 Sample Size

The term "sample size" refers to the number of people or perspectives that were collected for the purpose of the study. This number is regularly taken care of by the portrayal n. The model size impacts two quantifiable properties:

- The accuracy of our assessments
- The review's financial viability.

A sample of 182 representatives was reviewed, and the outcomes were examined and deciphered as needs to be.

CHAPTER 4: CASE ANALYSIS

4.1 Introduction to the Case

Leadership and ethics are two fundamental pillars that shape the culture. The way leaders navigate ethical dilemmas and exercise their authority can profoundly influence not only the internal dynamics of their organization but also its reputation and relationships with external stakeholders.

In recent years, there is been an growing recognition of that trust within organizations. Ethical leaders prioritize not only compliance with laws and regulations but also the promotion of morally and socially responsible behavior that goes beyond legal requirements. They inspire their teams to uphold ethical standards and make decisions

However, navigating the intersection of leadership and ethics is not without its challenges. Leaders often face complex and ambiguous situations where ethical principles may conflict with business objectives or personal interests. Balancing competing demands while upholding ethical values requires courage, integrity, and a deep understanding of the ethical implications of one's actions.

4.2 Data Collection

There are different methods of data collection (Qualitative, Quantative and mixed methods) for conducting the research I have chosen qualitative data as it is very important to use right method for the data collection.

4.3 Data Analysis

Q1. When I tell a subordinate to do something, I expect her or him to do it with no questions asked. After all, I am responsible for what s/he does, not the subordinate.

Particular	No. of Responses	Percentage
Strongly Agree	2	1.10%
Agree	51	28.02%
Neutral	24	13.19%
Disagree	3	1.65%
Strongly Disagree	102	56.04%

When I tell a subordinate to do something, I expect her or him to do it with no questions asked. After all, I am responsible for what s/he does, not the subordinate.

182 responses
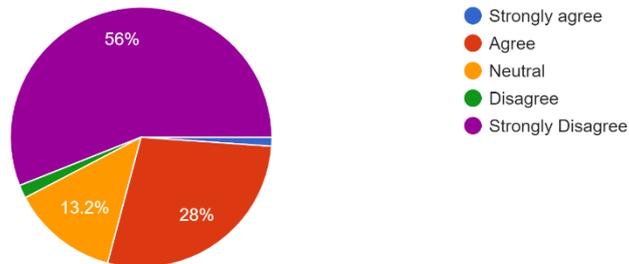
Majority of people (56%) strongly disagree with the statement that when a supervisor gives a subordinate a task, the subordinate should do it without questioning. It's important to note that every individual has their own thoughts, ideas, and perspectives, and may require more context or clarification before fully understanding what is expected of them. It's also important to foster an open and communicative work environment where subordinates feel comfortable asking questions and seeking clarification to ensure that tasks are completed to the best of their abilities.

Q2. Tight control by a leader usually does more harm than good. People generally do the best job when they are allowed to exercise self-control.

Particular ▼	No. of Responses ▼	Percenta▼
Strongly Agree	2	1.10%
Agree	106	58.24%
Neutral	73	40.11%
Disagree	1	0.55%
Strongly Disagree	2	1.10%

Tight control by a leader usually does more harm than good. People generally do the best job when they are allowed to exercise self-control.
182 responses
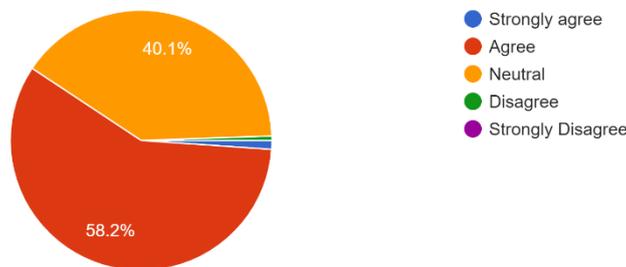
It evident that the majority of respondents (58.2%) concur with the statement that strict leadership typically causes and that people generally perform their work to control themselves. A sizable portion of people—40.1%— maintain a neutral stance on the subject, while a very small portion of people—1.6%—are either strongly in agreement or strongly opposed to the statement. The statement is supported by only one person, or 0.5%. Overall, the data suggest that most people believe that giving employees more autonomy and self-control improves job performance, whereas strict leadership control can be detrimental.

Q3. Although discipline is important in an organization, the effective leader should intervene using disciplinary procedures and knowledge of the people and the situation.

Particular	No. of Responses	Percentage
Strongly Agree	101	55.49%
Agree	56	30.77%
Neutral	24	13.19%
Disagree	1	0.55%
Strongly Disagree	0	0.00%

Although discipline is important in an organization, the effective leader should intervene using disciplinary procedures and knowledge of the people and the situation.
182 responses
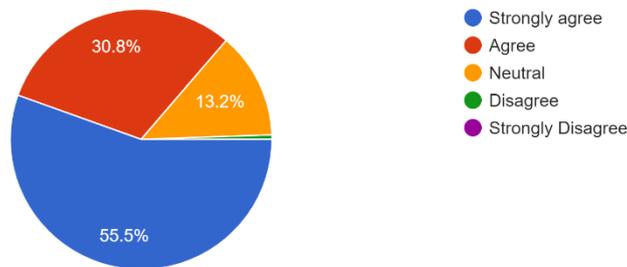
The statement that an A competent leader would know who the people are and how to handle the situation before taking disciplinary action. is supported by the majority of respondents (55.5%). This statement is agreed upon by another significant portion of respondents (30.8%). Only 13.2% of respondents are in agreement with this statement, while 0.5% of respondents strongly disagree. It is important to note that none of the respondent are disagreeing with statement, indicating a high level of agreement regarding the significance of effective leadership in disciplinarian situations.

Q4. A leader must make every effort to subdivide the tasks of the people to the greatest possible extent.

Particular	No. of Responses	Percentage
Strongly Agree	103	56.59%
Agree	8	4.40%
Neutral	21	11.54%
Disagree	0	0.00%
Strongly Disagree	50	27.47%

A leader must make every effort to subdivide the tasks of the people to the greatest possible extent.
182 responses
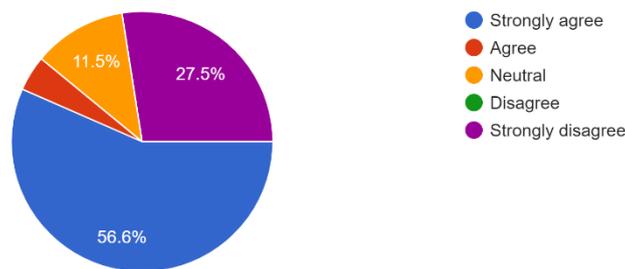
The majority of respondents (56.6%) strongly concur that a leader must endeavour to divide the responsibilities of the team as evenly as possible. Additionally, a sizable portion of respondents (27.5%) strongly disagree with this assertion. Only 4.4% of respondents concur with this assertion, while 11.5 percent remain neutral.

Q5. Shared leadership or truly democratic process in a group can only work when there is a recognized leader who helps the process.

Particular	No. of Responses	Percentage
Strongly Agree	53	29.12%
Agree	6	3.30%
Neutral	123	67.58%
Disagree	0	0.00%
Strongly Disagree	0	0.00%

Shared leadership or truly democratic process in a group can only work when there is a recognized leader who helps the process.
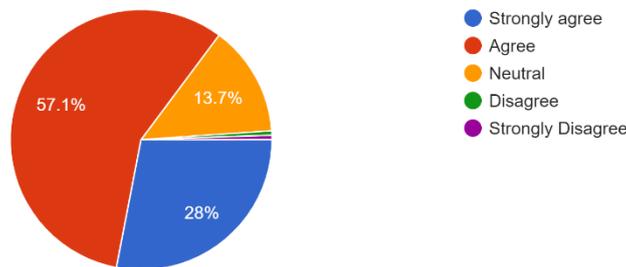182 responses
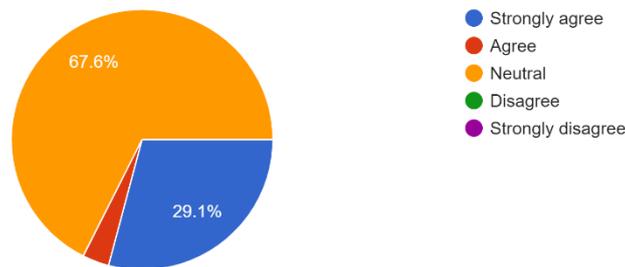
As per the information, most of respondents (67.6%) are nonpartisan in regards to the explanation that common authority or a genuinely fair cycle in a gathering can work with the help of a perceived pioneer. Notwithstanding, 29.1% of respondents firmly agree with the assertion, demonstrating that they think of it as fundamental for shared initiative or a popularity-based interaction to have a perceived pioneer. The fact that only 3.3% of respondents agree with the statement indicates a relatively low level of agreement. It might suggest that vote-based processes and shared administration are by and large popular; However, a recognized leader's role in facilitating these processes is controversial.

Q6. As a leader I am ultimately responsible for all of the actions of my group. If our activities result in benefits to the organization, I should be rewarded accordingly.

Particular	No. of Responses	Percentage
Strongly Agree	104	57.14%
Agree	51	28.02%
Neutral	25	13.74%
Disagree	1	0.55%
Strongly Disagree	1	0.55%

As a leader I am ultimately responsible for all of the actions of my group. If our activities result in benefits to the organization, I should be rewarded accordingly.
182 responses

The information show that most of respondents (67.6%) are impartial with regards to the explanation that common administration or a genuinely equitable cycle in a gathering can work with the assistance of a perceived pioneer. However, 29.1% of respondents strongly concur with the assertion, indicating that they consider it essential for a vote-based interaction or shared initiative to have a perceived pioneer. A relatively low level of agreement is indicated by the fact that only 3.3% of respondents concur with the statement. It could suggest that vote- based methodology and shared administration are for the most part well known; However, the role of a well-known leader in facilitating these procedures is contentious.

Q7. Most people require only minimum direction on the part of the leader in order to do a good job.

Particular	No. of Responses	Percentage
Strongly Agree	52	28.57%
Agree	7	3.85%
Neutral	122	67.03%
Disagree	1	0.55%
Strongly Disagree	0	0.00%

Most people require only minimum direction on the part of the leader in order to do a good job.
182 responses
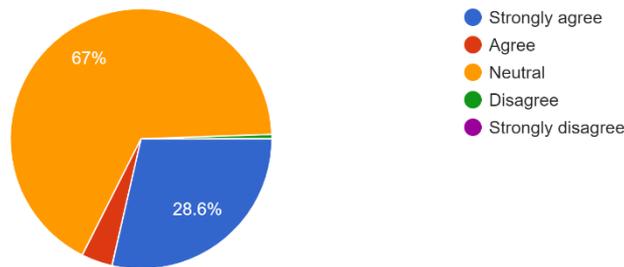
The majority of people, with 28.6% strongly agreeing and 67% being neutral, believe that the leader must provide minimal guidance for employees to perform well. Only a small number of people disagree with this statement—3.8% agree and 0.5 percent disagree. It's actually significant that none of the respondents unequivocally couldn't help contradicting the assertion. As a result, it can be deduced that the prevalent perception is that people tend to perform admirably with little guidance from their leaders.

Q8. One's subordinates usually require the control of a strict leader.

Particular	No. of Responses	Percentage
Strongly Agree	51	28.02%
Agree	2	1.10%
Neutral	24	13.19%
Disagree	104	57.14%
Strongly Disagree	1	0.55%

One's subordinates usually require the control of a strict leader.
182 responses
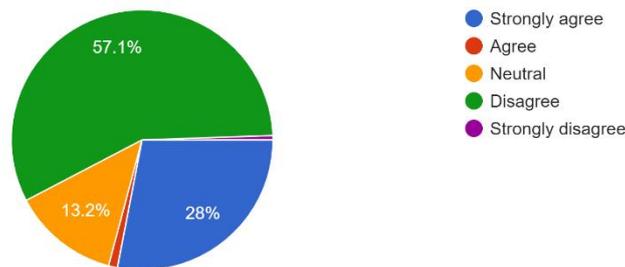
It tends to be deduced that a greater part of the respondents (57.1%) contradicted the explanation that "One's subordinates typically require the control of a severe pioneer." Just a little level of the respondents (1.1%) concurred with the assertion, while 28% emphatically concurred with it. Only 0.5 percent of respondents profoundly disagree with the statements, 13.2 percent are neutral. The most number of people, according to the data, do not think that strict control is necessary for managing subordinates. It is essential to keep in mind that the opinions expressed in this data are solely those of the survey participants and may not be representative of the general population.

Q9. Leadership might be shared among participants of a group so that at any one time there may be two or more leaders.

Particular	No. of Responses	Percentage
Strongly Agree	6	3.30%
Agree	52	28.57%
Neutral	123	67.58%
Disagree	1	0.55%
Strongly Disagree	0	0.00%

Leadership might be shared among participants of a group so that at any one time there may be two or more leaders.

182 responses
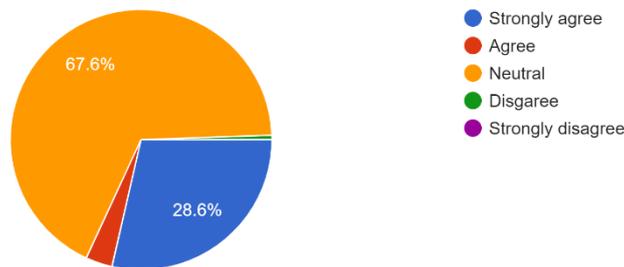
3.3% of participants strongly agreed that group members could share leadership, according to analysis. 28.6% of participants concur that group members could share leadership responsibilities. 67.6% of participants are undecided regarding whether group members might share leadership. Only 0.5 percent of participants disagreed that group members might share leadership.

Q10. Leadership should generally come from the top, but there are some logical exceptions to this rule.

Particular	No. of Responses	Percentage
Strongly Agree	55	30.22%
Agree	4	2.20%
Neutral	22	12.09%
Disagree	101	55.49%
Strongly Disagree	0	0.00%

Leadership should generally come from the top, but there are some logical exceptions to this rule
182 responses
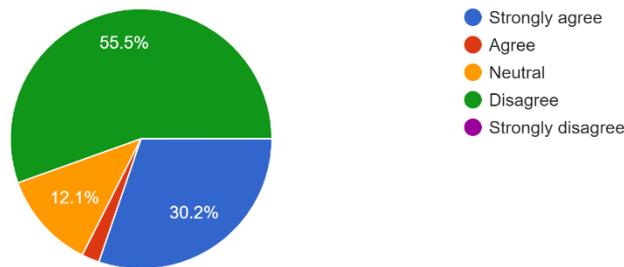
The data shows that a majority of respondents (55.5%) disagree with the statement that "leadership should generally come from the top." Only a small percentage (2.2%) agreed with the statement, while a significant number of respondents (30.2%) strongly agreed with the idea that there are exceptions to this rule. A sizeable number of respondents (12.1%) expressed a neutral stance on the issue.

Q11. The disciplinary function of the leader is simply to seek democratic opinions regarding problems as they arise.

Particular	No. of Responses	Percentage
Strongly Agree	50	27.47%
Agree	6	3.30%
Neutral	123	67.58%
Disagree	2	1.10%
Strongly Disagree	1	0.55%

The disciplinary function of the leader is simply to seek democratic opinions regarding problems as they arise.
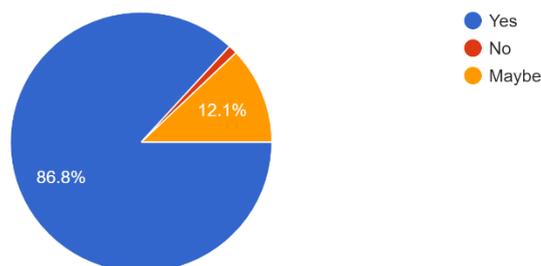
182 responses
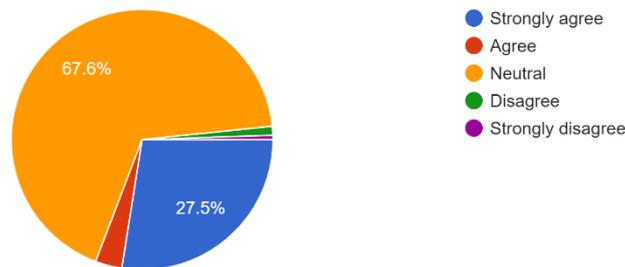
According to the data, it is possible to draw the conclusion that 27.5% of respondents strongly concur that the leader's disciplinary function is merely to seek democratic opinions on a problem as it arises. This statement is supported by only 3.3% of respondents, indicating that there is not a lot of agreement among them. In general, the data suggest that the respondents do not seem to agree on the disciplinary role that a leader should play. The majority of respondents are neutral toward the statement, despite the fact that a significant number of them strongly concur with it. This could suggest that the duties and responsibilities of a leader in disciplinary matters require additional clarification and discussion.

Q1. Does your organization have a written ethics policy?

Particular	No. of Responses	Percentage
Yes	158	86.81%
No	2	1.10%
Maybe	22	12.09%

Does your organization have a written ethics policy?
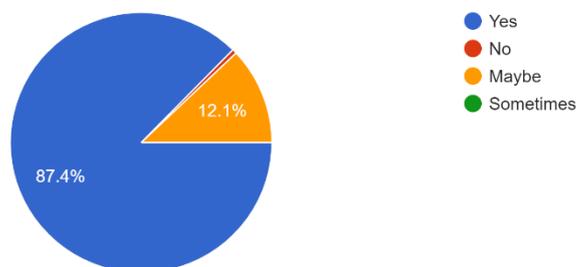182 responses

In light of the outcomes, we can presume that greater part of the associations has a composed morals strategy.

Q2. Does your company require it's employees to sign a code of conduct statement?

Particular	No. of Responses	Percentage
Yes	159	87.36%
No	1	0.55%
Maybe	22	12.09%
Sometimes	0	0.00%

Does your company require it's employees to sign a code of conduct statement?
182 responses

We can see from the results that 99.5% of respondents must sign a statement about the guidelines for behavior.

Q3. Are ethical behaviors expected out of your leaders?

Particular	No. of Responses	Percentage
Yes	161	88.46%
No	0	0.00%
Maybe	21	11.54%
Sometimes	0	0.00%

Are ethical behaviors expected out of your leaders?
182 responses
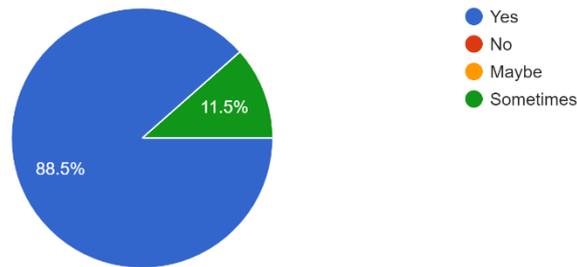
It appears that the vast majority of respondents (81.5%) believe that ethical behaviour is expected out of their leaders. None of the respondents answered "no," indicating that all participants believe that ethical behaviour is at least sometimes expected from their leaders. However, a smaller percentage (11.5%) responded "maybe," indicating some uncertainty or ambiguity about the expectation of ethical behaviour from leaders. No respondents answered "sometimes," which may suggest that those who are uncertain about the expectation of ethical behaviour may still lean towards expecting it consistently from their leaders.

Q4. Are ethical behaviors rewarded?

Particular	No. of Responses	Percentage
Yes	53	29.12%
No	2	1.10%
Maybe	107	58.79%
Sometimes	22	12.09%

Are ethical behaviors rewarded?
182 responses
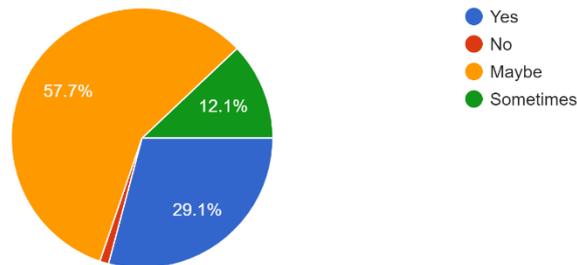
The total number of respondents, 53 (29.1%) answered "Yes", 2 (1.1%) answered "No", 107 (57.7%) answered "Maybe", and 22 (12.1%) answered "Sometimes". In general, the recording of ethical behaviours may vary depending on the context and the organization. Some organizations may have explicit policies in place to record ethical behaviours, while others may not. However, ethical behaviours are typically seen as important for maintaining trust, integrity, and accountability in organizations, so many organizations may choose to record and monitor them in some way.

Q5. Do the leaders in your organization act ethically?

Particular	No. of Responses	Percentage
Yes	160	87.91%
No	0	0.00%
Maybe	21	11.54%
Sometimes	1	0.55%

Do the leaders in your organization act ethically?
182 responses
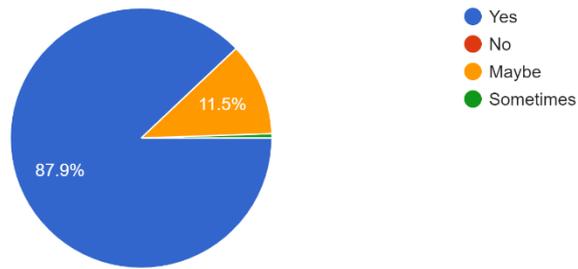
Most number of respondents (87.9%) believe that the head in their organization act ethically. None respondents answered "No," indicating that there are no major concerns about unethical behaviour among leaders. However, there are still some respondents (11.5%) who are uncertain about the ethical behaviour of their leaders, and a small percentage (0.5%) believe that their leaders act ethically only sometimes.

Q6. Are the leaders in your organization honest?

Particular	No. of Responses	Percentage
Yes	58	31.87%
No	0	0.00%
Maybe	103	56.59%
Sometimes	21	11.54%

Are the leaders in your organization honest?
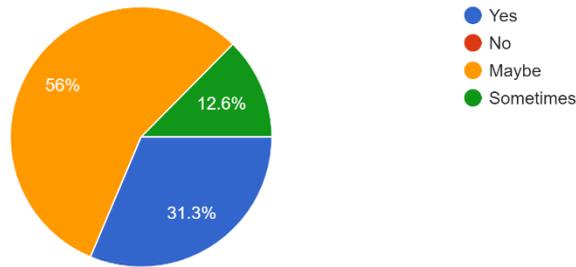182 responses
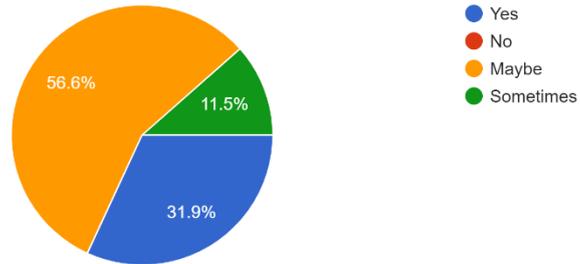
The analysis shows that majority of the times the leaders are honest and respect their responsibilities by being truthful.

Q7. Is the behavior of your leaders consistent with the stated ethics and values of the organization?

Particular	No. of Responses	Percentage
Yes	57	31.32%
No	0	0.00%
Maybe	102	56.04%
Sometimes	23	12.64%

Is the behavior of your leaders consistent with the stated ethics and values of the organization?
182 responses

It demonstrates that no respondents responded "No" to the question of whether the organization's leaders' actions are in line with its stated values and ethics. However, the majority of respondents gave responses of "Maybe" (56%) or "Sometimes" (12.6%), indicating that they are unsure or have mixed feelings regarding the degree to which the conduct is in line. Only 31.3% of respondents said "Yes," which suggests that respondents believe their leaders' actions are in line with the organization's ethics and values.

Q8. Do the leaders in your organization employ favoritism?

Particular	No. of Responses	Percentage
Yes	52	28.57%
No	107	58.79%
Maybe	22	12.09%
Sometimes	1	0.55%

Do the leaders in your organization employ favoritism?
182 responses
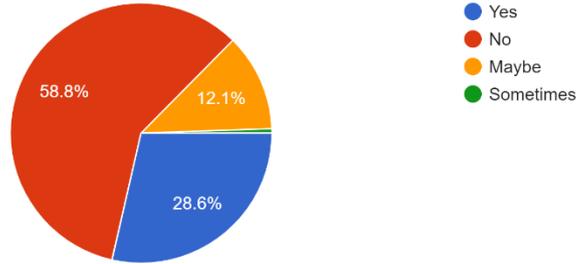
As per the analysis the leaders in the respondent's organization do employ favouritism for a handful of percentage but there is also a huge percentage of people who are not employing favouritism.

Q9. Does your organization offer training in business ethics?

Particular	No. of Responses	Percentage
Yes	54	29.67%
No	2	1.10%
Maybe	101	55.49%
Sometimes	23	12.64%

Does your organization offer training in business ethics?
182 responses
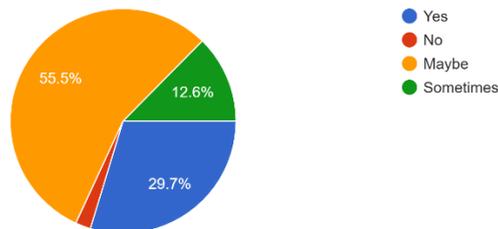
The analysis states that majority of the organizations offer training in business ethics becausefollowing ethics is necessary to maintain a code of conduct in the organizations.

Q10. Do the leaders in your organization balance the needs of the business with ethical issues appropriately?
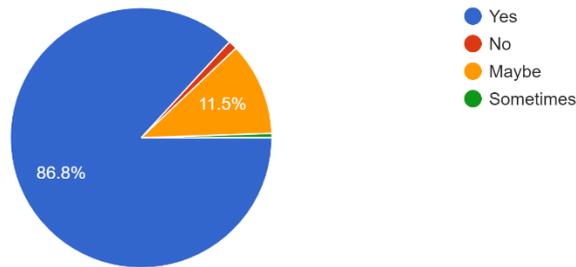
Particular	No. of Responses	Percentage
Yes	158	86.81%
No	2	1.10%
Maybe	1	0.55%
Sometimes	21	11.54%

Do the leaders in your organization balance the needs of the business with ethical issues appropriately?

182 responses

According to the provided data, it appears that the majority of respondents (86.8%) believe that leaders appropriately strike a balance between the requirements of the business and ethical concerns. A very small number of respondents (1.1%) responded "no," while a slightly larger number (11.5%) responded "maybe." "Sometimes" was also answered by a very small percentage of respondents (0.5%). It's important to note that the data doesn't say anything about the companies or industries in question, so opinions could be very different depending on the situation.

Q11. Does your organization balance it's short term business goals with its long term need for success?

Particular	No. of Responses	Percentage
Yes	159	87.36%
No	1	0.55%
Maybe	2	1.10%
Sometimes	20	10.99%

Does your organization balance it's short term business goals with its long term need for success?

182 responses
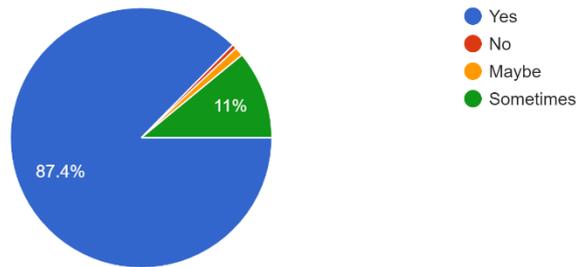
It would appear that the vast majority of respondents (87.4%) stated that their company successfully keeps balances in its short objective and its need for success. Only a small number of respondents (0.5%) stated that their organization does not perform this function, while slightly more respondents (11%) stated that their organization only performs this function occasionally. Additionally, a small number of respondents (1.1%) expressed uncertainty regarding the organization's abilities in strike a balance its short-term and long-term objectives. It would appear that the majority of businesses are aware the importance of finding a balance between immediate gains also long success.

4.3.1 CORRELATION

	Leadership	ethics
Leadership	1	
ethics	0.842188944	1

The correlation coefficient between leadership and ethics is 0.842188944, indicating a strong and positive connection between the two concepts. This suggests that leadership qualities increase the likelihood of ethical behaviour. The ability to influence and direct others to achieve a common objective is leadership. On the other hand, ethical behaviour entails adhering to a set of moral principles or values that are widely recognized as being right and beneficial. Ethical behaviour plays a crucial role in building trust, encouraging cooperation, and maintaining credibility, as effective leaders are aware. They are aware that their choices and actions have a significant effect not only on the people who follow them but also on the organization as a whole. Therefore, ethical leadership entails not only demonstrating ethical conduct but also encouraging it among followers. Moreover, moral administration isn't just about adhering to the guidelines and guidelines; It also involves taking into account the wants and needs of other people. Moral pioneers are sympathetic and figure out the effect of their choices on all partners, in addition to the reality. In conclusion, the strong positive correlation that exists between ethics and leadership suggests that ethical behaviour is an essential component of effective leadership and that effective leadership necessitates ethical behaviour. Leaders who act ethically foster a culture of trust, respect, and integrity, which can help their organization succeed over the long term.

4.3.2 REGRESSION

SUMMARY OUTPUT

Regression Statistics	
Multiple R	0.84218894
R Square	0.70928222
Adjusted R S	0.70766712
Standard Err	0.12582336
Observations	182

ANOVA

	df	SS	MS	F	Significance F
Regression	1	6.9525246	6.9525246	439.157173	3.6288E-50
Residual	180	2.8496732	0.01583152		
Total	181	9.8021978			

	Coefficients	Standard Err	t Stat	P-value	Lower 95%	Upper 95%	Lower 95.0%	Upper 95.0%
Intercept	1.41176471	0.1699095	8.30892153	2.2744E-14	1.07649404	1.74703537	1.07649404	1.74703537
ethics	0.71895425	0.03430767	20.9560772	3.6288E-50	0.65125729	0.78665121	0.65125729	0.78665121

This regression output summarizes the relationship between two variables: leadership and ethics. The relapse expects to measure the strength of the connection between these two factors and decide if there is a critical relationship. The multiple R value of 0.842 demonstrates a strong positive correlation between leadership and ethics. This suggests that leadership qualities increase the likelihood of ethical behaviour.

The R square value of 0.709 indicates that leadership is responsible for 70.9% of the variation in ethical behaviour. This suggests that leadership is able to accurately predict ethical behaviour.

The relationship between two variables is summarized in this regression output: ethics and leadership. The relapse intends to determine whether there is a critical relationship by measuring the strength of the connection between these two factors.

Leadership and ethics have a strong positive correlation, as shown in multiple R of 0.842. This tells that leadership qualities make ethical behaviour more likely.

According to the R square of 0.709, leadership accounts for 70.9% of the change in ethical actions. This proposes that administration can precisely anticipate moral way of behaving.

The upsides of the relapse line's block and slant are shown in the coefficients table. The intercept value of 1.411 demonstrates the estimated value of ethical behaviour when leadership is zero. The slope value of 0.719 indicates that for every unit increase in leadership, ethical behaviour improves by 0.719 units.

The slope value's standard error of 0.034 demonstrates the dependability and accuracy of the slope estimate. Lastly, when their p-values are less than or equal to 0.05, both the slope and the intercept are statistically significant.

In conclusion, the regression results demonstrate that ethical behaviour is strongly correlated with leadership and that leadership is a significant predictor of ethical behaviour. The findings can be beneficial to leaders and organizations that want to inspire moral behaviour in their followers.

4.4 Findings and Recommendations

To exercise Democratic leadership, one must adhere to a stringent set of business ethics. He should be straightforward in their correspondence with their group and partners. Being truthful about the company's objectives, strategies, and performance is necessary for this. Majority rule leaders ought to esteem variety and inclusivity, and guarantee that everybody has a voice and a chance to add to dynamic cycle. The organization's members should be treated equally and fairly by Democratic leaders. This means that decisions should be made based on merit rather than favouritism. He should be responsible for their activities and choices. They should work to correct their errors and accept responsibility for them. Everyone in the organization, regardless of their position or status, must be treated with respect by Democratic leaders. The social and environmental effects of their business should be taken into consideration by democratic leaders.

The leadership style known as Autocratic leadership is one in which the leader makes all of the decisions without the employees' input. This style of leadership can work in some situations, but it can also be a problem if the leader doesn't follow certain ethical principles. All employees ought to be treated fairly and equally by the leader. This means that they should make as a whole and not favour certain employees. When it comes to the company's objectives, goals, and expectations, the leader should be open and honest with their staff. Additionally, they should disclose any issues or issues that arise within the company. The pioneer ought to extend regard towards their representatives and their perspectives, regardless of whether they concur with them.

Laissez-faire leadership is a style of leadership in which the leader gives subordinates a lot of power over making decisions and gives them little or no direction. Because subordinates may make unethical decisions without proper direction, it can be challenging to uphold strong business ethics under this leadership style. In spite of appointing dynamic power, imparting moral guidelines to subordinates is fundamental. Encourage subordinates to openly and honestly discuss any potential ethical concerns or issues. This can assist in resolving issues before they become major ones.

A leadership style known as Transactional leadership emphasizes rewarding and punishing specific goals in order to achieve those goals. Instead of personal biases, performance and objective criteria should determine rewards and punishments. All employees should receive rewards and punishments in a fair and consistent manner from leaders. To achieve their objectives, leaders should motivate employees through positive incentives and rewards rather than using threats or coercion.

A leader can cultivate a culture of trust, fairness, and accountability by adhering to these business ethics. This can increase employee satisfaction and organizational success.

4.5 Limitations of the Study

- **Employee Perspective**: study concentrates solely at perspective employees within organization. It does not consider the viewpoints of other stakeholders such as management, customers, or external partners, which could provide additional insights into the impact of leadership styles on business morale.

- **Self-Reported Data:** The data collected from employees are self-reported, which may introduce biases or inaccuracies based on individual perceptions or interpretations of leadership styles and their effects on business morale.

- **Scope of Analysis:** The study provides an overview of the relationship between leadership styles and business morale but may not delve deeply into specific contextual factors or organizational dynamics that could influence this relationship. Therefore, the findings may lack nuance or depth in understanding the complexities of leadership impact.

- **External Factors**: The study does not account for external factors such as market conditions, industry trends, or macroeconomic influences, which could also impact business morale independently of leadership styles.

CHAPTER 5: CONCLUSION

It is true that leaders need to cultivate a culture of open communication and provide the necessary context to ensure that tasks are successfully completed. The data also show that many people believe that giving employees autonomy and self-control can help them perform better at work. However, it is important to remember that different work environments and circumstances may necessitate different leadership styles, and striking a balance between autonomy and control may be necessary to achieve the best results. In light of the given information, it tends to be reasoned that most of respondents (67.6%) are nonpartisan about the explanation that common initiative or a genuinely just cycle in a gathering can work when there is a perceived pioneer who helps the interaction. This suggests that the respondents might not agree on whether or not a recognized leader is necessary for a democratic process. However, 29.1% of respondents strongly concur that shared leadership or a democratic process cannot function effectively without a recognized leader. This shows that a lot of people who took the survey think that having a well-known leader is important for making democratic or shared leadership processes easier. It is interesting to note that none of the respondents expressed strong high agreement significance democratic procedures shared leadership. Based on the information provided, it can be deduced that the majority of respondents are open to the idea of group shared leadership, with a significant number remaining neutral. The information demonstrates that common initiative is generally regarded as a suitable option and that a small minority of members cannot help but contradict the idea. 93.4 percent of respondents said that the majority of the associations in the overview have a composed morals strategy. Additionally, almost all respondents (99.5%) stated that they were required to sign a statement of the organization's code of conduct, indicating that these businesses take ethical behaviour seriously. The fact that the vast majority of respondents (81.5%) believe that their leaders are expected to act ethically also indicates a high level of accountability for leaders in these organizations.

The fact that none of the respondents responded "no" to this question suggests that a moral attitude is seen as a fundamental requirement for initiative. However, it is important to note that a smaller percentage of respondents, 11.5%, answered "maybe," indicating that the expectation that leaders will act ethically is uncertain

or ambiguous. This may imply that more effective communication and reinforcement of the ethical standards expected of these organizations' leaders is required.

It is essential to keep in mind that the analysis that has been provided is based on the data that has been provided, and it may not reflect the overall ethical behaviour and consistency of all of the organization's leaders. The responses of the respondents may not accurately reflect the opinions of the entire workforce because they may also be influenced by personal experiences and perceptions.

Respondents who are unsure or have mixed feelings about the degree to which the conduct of their leaders is in line with the organization's ethics and values must also be addressed. This suggests that the organization's leaders' actions must be consistent with the organization's values and ethics. Leadership training and development programs may be beneficial to the organization in order to guarantee that its leaders comprehend and embody the organization's values and ethics.

Regarding the issue of favouritism, although it is encouraging that a large number of respondents do not experience it, the fact that some respondents have experienced or witnessed it is still cause for concern. The company ought to take steps to ensure that all employees are treated fairly and that merit-based decisions, not personal relationships, are made in the workplace. Implementing policies and procedures to prevent favouritism, training managers and supervisors, and establishing a culture of openness and accountability are all examples of this. Eighty-seven percent of respondents believe that their companies provide training in business ethics. This is a positive sign because it demonstrates that businesses are aware of the significance of ethics in business and are taking measures to ensure that their employees comprehend and uphold ethical norms. Nevertheless, it is important to note that approximately 20% of respondents stated that their companies do not provide such training, indicating that there is still room for improvement in this area.

In general, the businesses are aware of the significance of business ethics and are taking measures to ensure that their staff members comprehend and uphold these principles. However, there is still room for improvement when it comes to providing efficient training and ensuring that it is provided to all employees. In conclusion,

business ethics may be significantly influenced by leadership styles. A positive ethical culture within an organization can be established by leaders who place an emphasis on fairness, accountability, and transparency. However, leaders who place their own interests ahead of those of others may encourage unethical behaviour. As a result, leaders must carefully select their leadership style and encourage ethical behaviour within their organizations.

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5.2 Annexure

1. When I tell a subordinate to do something, I expect her/him to do it with no questions asked, after all I am responsible for what he/she does, not the subordinate.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

2. Tight control by a leader usually does more harm than good. People generally do the best job when they are allowed to exercise self-control.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

3. Although discipline is important in an organization, the effective leader should intervene using disciplinary procedures and knowledge of the people and situations.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

4. A leader must take every effort to subdivide the tasks of the people to the greatest possible extent.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

5. Shared leadership or truly democratic process in a group can only work when there is when there is a recognized leader who helps the process.

- Strongly agree
- Agree

- Neutral
- Disagree
- Strongly disagree

6. As a leader I am ultimately responsible for all the actions of my group. If our activities result in the benefits of the organization, I should be rewarded accordingly.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

7. Most people require only minimum direction on part of the leader in order to do a good job.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

8. One's subordinate usually require the control of a strict leader.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

9. Leadership might be shared among participants of a group so that at any one time there may be two or more leaders.

- Strongly agree
- Agree

- Neutral
- Disagree
- Strongly disagree

10. Leadership should generally come from the top, but there are some logical exceptions to this rule.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

11. The disciplinary function of the leader is simply to seek democratic opinions regarding problems as they rise.

- Strongly agree
- Agree
- Neutral
- Disagree
- Strongly disagree

SECTION – 2

1. Does your organization have a written ethics policy?

- Yes
- No
- Maybe

2. Does your company require its employees to sign a code of conduct statement?

- Yes
- No

- Maybe

- Sometimes

3. Are ethical behaviours expected out of your leaders?

- Yes

- No

- Maybe

- Sometimes

4. Are ethical behaviours rewarded?

- Yes

- No

- Maybe

- Sometimes

5. Do the leaders in your organization act ethically?

- Yes

- No

- Maybe

- Sometimes

6. Are the leaders in your organization honest?

- Yes

- No

- Maybe

- Sometimes

7. Is the behaviour of your leaders consistent with the stated ethics and values of the organization?

- Yes

- No

- Maybe
- Sometimes

8. Do the leaders in your organization employ favouritism?

- Yes
- No
- Maybe
- Sometimes

9. Does your organization offer training in business ethics?

- Yes
- No
- Maybe
- Sometimes

10. Do the leaders in your organization balance the needs of the business with ethical issues appropriately?

- Yes
- No
- Maybe
- Sometimes

11. Does your organization balance its short-term business goals with its long-term need for success?

- Yes
- No
- Maybe
- Sometimes

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