

A STUDY ON DIFFERENCE BETWEEN LEADERSHIP AND MANAGEMENT

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IS LEADERSHIP AND MANAGEMENT DIFFERENT?

ABSTRACT

The study has entitled on leadership and Management on basis of their difference. Leadership is an important factor which is very much necessary in all organization. Leadership helps in making the work more efficiently in long term perspective. Whereas Management is a process of planning, organizing, staffing, directing and controlling of organization goals effectively and efficiently. In other words, Management is an art of getting the work done by others. While some use them as identical terms, others view them as two totally extraordinary words. The point of this review is to decide if Management and leadership are unique? The findings of this survey proven that management and leadership are two very definite dimensions. In spite of the fact that, management and leadership does share various comparative commitments which comprise of working with individuals and impacting others to accomplish objectives. Management abilities are utilized to plan, manufacture, and direct classified frameworks to finish missions and objectives, while leadership abilities are utilized to focus on a potential change by setting up path, regulating individuals, and stimulating and moving.

Keywords: Management, Leadership, Skills, Differences

Introduction

One may expect that all leaders are pioneers, yet that is not right since a portion of the chiefs don't practice authority, and a few people lead without having any management positions. Accordingly, there is a proceeding with discussion about the contrast amongst Leaders and managements. A few researchers contend that despite the fact that management and leadership cover, the two exercises are not identical Likewise; the level of cover is a state of contradiction In truth, some individual consider them to be outrageous alternate extremes, and they trust that great leaders can't be a decent manager and the inverse is valid.

Leadership and management involve a unique set of activities or functions. While leaders and managers share a few similarities since they both impact others by utilizing particular forces to achievement. This survey article will statement and think about key meanings of Management and leadership the particular types of abilities for the Management and leadership and the pioneer, accomplish certain objectives, there are additionally some noticeable contrasts While, leaders keep up an easily working with environment, pioneers test the present position and support new capacities, so they are searching for long pull objectives .In the present incredible work environment, associations require both workable administration, and compelling initiative for ideal and talk about the similarities and contrasts amongst Management and leadership.

Objective:

- To know whether leadership and management are the same or different.

Review of Literature:

Bolman and Deal (1984, 1991) had created four points of view, or edges, for understanding associations and initiative: basic, human asset, political, and emblematic. This paper reports two investigations that

operationalize that model. The primary examination utilizes basic occurrences composed by chiefs to survey what number of and which outlines they utilize. Most occurrences demonstrate the utilization of maybe a couple outlines; not very many contain every one of the four. In each populace, the basic edge was utilized as often as possible while the representative casing was once in a while apparent. Crosswise over various populaces, the utilization of the human asset and political casings fluctuated generously. The second investigation utilized overview instruments to survey chiefs' edge introductions. Relapse examinations demonstrate that their introductions, as saw by partners, are differentially identified with seen viability as supervisor and pioneer. Administrative adequacy is identified with an accentuation on levelheadedness and hierarchical structure. Authority viability is connected to images and culture. For men and ladies in tantamount positions, sex is disconnected to administration introductions or to their adequacy as supervisors or pioneers.

Srivastava, A., Bartol, K. M., & Locke, E. A. (2006).studied organization bunches in 102 hotel properties in the United States to take a gander at the intervening parts of picking up sharing and gathering feasibility in the association between connecting with activity and gathering execution. Gathering execution was measured through a period slacked promote based source. Results exhibited that connecting with expert was quite related to both data sharing and gathering amplexness, which, along these lines, were both decidedly related to execution.

Heck, R. H., & Hallinger, P. (2005) Studied article comments on the state of research in educational specialist and organization as a field of gather in the region of 1990 and the present. We discuss the piece of research reviews and compendia in the field as a strategies for perceiving past examples, stream binds, and future headings forgive. We complete five vital core interests. To begin with, today there is less understanding about the essential issues that specialists should address than in past years. Second, scholarly heading have all the earmarks of being changing, as a growing number of specialists are advancing toward informational organization and organization as a humanistic and great endeavor rather than a sensible one. Third, regardless of the way that there are more unique and generous methodological mechanical assemblies open for ask for, ventures of bolstered trial inquire about are not very many. Fourth, an aversion to evaluate the estimation of separating hypothetical and methodological techniques according to a recognized course of action of scholastic criteria leaves researchers, approach makers and masters to fall back upon solitary judgments of what is useful and authentic data. Finally, a nonattendance of observational painstaking quality in the field continues influencing the headway of a future time of experts.

Leithwood, K., Harris, A., & Hopkins, D. (2008). Gives an outline of the writing concerning effective school initiative. It draws on the worldwide writing and is gotten from a broader audit of the writing finished in the beginning time of the writers' task. The prime reason for this survey is to condense the fundamental discoveries from the abundance of experimental investigations embraced in the administration field.

In checking on a progression of articles, the larger part of writers attempted to distinguish the contrasts by looking at the administration and the authority in type of definition, what's more, abilities. In this archive, the meaning of the administration and initiative will be talked about to begin with, at that point the administrator and the pioneer required aptitudes, lastly the contrasts between the management and leadership.the hierarchy of managerial roles in that organization.

MANAGEMENT

Management in the organization of an association, regardless of whether it is a business, a not-revenue driven association, or government body. Administration incorporates the exercises of setting the system of an association and planning the endeavors of its representatives (or of volunteers) to finish its destinations through the use of accessible assets, for example, monetary, regular, mechanical, and HR. The expression "administration" may likewise mention to those individuals who deal with an association. .

Bigger associations for the most part have three levels of supervisors, which are ordinarily organized in a various leveled, pyramid structure.

LEADERSHIP:

Leadership is a brain boggling, multidimensional wonders (DePree, 1989). It has been portrayed as a lead, a style, fitness, a technique an obligation; a trial; a limit of organization; a position of authority; an influencing relationship; trademark; and a limit (Northouse, 2007). John Maxwell is a kind of the social effect shapes (House

and Aditya, 1997). In spite of the way that portrayed organization by affect (Maxwell, 1998). Kotter (1990) communicated that "Organization is the farthest point as for total action to vitalize". Robert Greenleaf portrayed fruitful activity as people who serve others, while they tail them (Bennis and Nanus, 1997). Also, Peter Drucker described a pioneer is someone who has aficionados (Drucker, 1999). Regardless, a couple of researchers assume that activity there are a combination of activity definitions, the predominant piece of definitions focused on two fragments which are: the technique of influencing a social event of individuals to get a common goal; and to develop a fantasy. Pioneers focus on motivation, and inspiration (Kotter, 1990). Pioneers intend to make energy to take after their vision, to a Bennis and Nanus, 1997). The pioneer keeps an eye out for his disciples' points of interest, so people take after the pioneer willfully, and the pioneer arranges the supporter by using a transformational style. According to the idea of transformational leadership, an effective lead achieve long objectives.

1. Creates an inspiring vision of the future.
2. Manages delivery of the vision.
3. Coaches and builds a team, so that it is more effective at achieving the vision.
4. Motivates other employee in an organization.

A leader unites the abilities expected to do these things. We'll take a sight at every component in more detail. Kotter expressed that "Leadership is not the same as management, yet not for the reason most Individuals think. Authority isn't otherworldly and odd. It has nothing to do with having charisma or other interesting identity attributes. It's not the area of a picked few. Nor is management essentially superior to manage or a trade for it rather, leadership and management are two particular and correlative exercises. Both are essential for achievement in an inexorably unpredictable and volatile business condition (Kotter, 1990)." interestingly, the administration is a procedure that aims to control organization's formal capacities (Kotter, 2001).

What Do Managers Do?

A supervisor is a representative of an organization or an association who is presented the duty of completing the four imperative elements of administration – arranging, organizing, leading, and controlling. Most leaders additionally have a tendency to be pioneers, yet just if they acceptably complete the initiative obligations of administration, which incorporate correspondence, inspiration, giving motivation and direction, and urging workers to ascend to a larger amount of productivity. But not all supervisors are pioneers! A few directors have poor administration qualities, and representatives take after requests from their administrators since they are committed to do as such and not really in light of the fact that they are impacted by the pioneer. Administrative obligations are by and large piece of sets of responsibilities, and are formally laid-out. One turns into a supervisor by goodness of his or her position and influences subordinates to take after due to the title or assignment.

What Do Leaders Do?

The essential contrast amongst administration and initiative is that pioneers don't really hold or involve an administration position. Basically, it is a bit much that a pioneer be a legitimate figure in the association. A pioneer can be any customary representative. Not at all like directors, are pioneers taken after on account of their identity and their convictions. A pioneer puts by and by into undertakings and extends, and shows an abnormal state of energy for work, and takes incredible arrangement of enthusiasm for the accomplishment of their supporters, empowering them to achieve their objectives to fulfillment, which are not really authoritative objectives. There is no substantial or formal power that a pioneer has over his devotees. Impermanent power is granted to a pioneer and is restrictive in light of the capacity of the pioneer to consistently rouse and spur his adherents. In rundown, while administration and authority share comparative parts, it is essential to make a qualification between those two capacities. The essential mission of the two pioneers and administrators is to control and impact other individuals. The most critical contrast amongst supervisors and pioneers is their ways to deal with accomplish the objectives. Supervisors practice their control through formal power, yet pioneers utilize their vision, and by motivation,

inspiration to adjust their adherents. Adjusting the part of both administration and initiative are basic to the association's prosperity. In addition, now and again it is fundamental for directors to be fruitful to fill in as pioneers.

Difference between a Manager and a Leader

MANAGER	LEADER
Cope with complexity	Cope with change
Administrator and maintains	Innovates and develops
Focus on system and structure	Focus on people
Relies on control	Inspires trust
Short term view	Long term perspective
Asks how and when	Asks what and why
Eyes on profit	Eyes on horizon
Accepts status Quo	Challenges status Quo
Imitates	Originates
Does things right	Does the right things

Conclusion

Each organization needs leaders and managers, and their parts must to be seen as give-and-take to each other. Ideal responsibility of leaders has to think strategically and work for the development of the organization with future time frame in mind. Whereas manager would be responsible for running the organization with efficiently and effectiveness to meet the current challenges and achieve short term goals. Manager has to think like a leader and the leader has to manage the organization.

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