



THE HUMAN RESOURCE PRACTICES STRENGTH AND TRANSFORMATIONAL LEADERSHIP

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Abstract:

This article examines the strengths of human resource (HR) practices and their interconnection with transformational leadership. These practices have several strengths, including their ability to attract and select talented individuals, enhance employee skills and performance, motivate through fair compensation, and foster positive employee relations. The HR practices provide the necessary structures and resources for transformational leaders to be effective, while transformational leaders shape and influence HR practices to align with their vision and values. Human resource practices and transformational leadership are two important aspects of effective management and organizational success. Encouraging creativity, critical thinking, and innovation fosters a culture of continuous improvement and learning.

Key words: HR practices, transformational leadership, empower employees, skills and positive work environment.

1. INTRODUCTION

The HR practices and transformational leadership aim to empower employees, enhance their skills, and create a positive work environment. When combined, these approaches contribute to increased employee engagement, productivity, and overall organizational performance. Understanding the strengths of HR practices and their connection with transformational leadership can guide organizations in developing effective strategies to maximize employee potential and achieve organizational goals. Human resource (HR) practices and transformational leadership are crucial components of effective management and organizational success.

The strength of HR practices should attract and develop who align with organization's mission and values. Through effective recruitment and selection processes, organizations can identify and bring on board individuals who possess required skills, knowledge, attributes to shine in their roles. Furthermore, HR practices that prioritize training and development contribute to enhancing employee skills, improving performance, and fostering a culture of continuous learning. In addition, HR practices related to performance management, including goal setting, feedback, and recognition, play a pivotal role in driving

employee engagement and motivation. By providing clear expectations, offering constructive feedback, and acknowledging achievements will increase the productivity.

The compensation, benefits strategies implemented HR departments can serve as powerful motivators. Fair and competitive compensation packages not only attract top talent but also incentivize and reward employees for their contributions, fostering a sense of loyalty and commitment. The transformational leadership offers a unique approach to management by inspiring and empowering the employees. They also demonstrate idealized influence by acting as role models, exhibiting high ethical standards and integrity

Transformational leaders go beyond transactional exchanges and engage in individualized consideration, acknowledging and addressing the needs, strengths, and developmental opportunities of each employee. By valuing and investing in the growth of their team members, these leaders create a culture of support and collaboration.

2. REVIEW OF LITERATURE

According to Chandra & Priyono (2016) leadership is one of the important tool for the development of the organizations. The leadership style favors the decision-making by organizations. These gives instructions to their subordinates after consulting with the company. By implementing these practices, organizations can optimize employee performance, foster a culture of continuous improvement, and achieve their strategic objectives.

Tahir, Abdullah, Ali & Daud (2014) stated that the management has been provides strong motivation to their manager. It motivate the manager to take quick decision-making. In today's competitive business landscape, organizations recognize the importance of optimizing employee performance to achieve their goals. Effective performance management plays a critical role in enabling companies to enhance employee productivity, maintain high levels of motivation, and foster a culture of continuous improvement.

Sakiru, et al. (2013) examined that the employee performance is significantly related to emotional intelligence and leadership styles. Classifying, allocating and examining a worker's job performance generally requires human resource expertise. Managers may also be involved in these tasks because of their knowledge of overall production and work flow.

Khan, et al., (2015) stated that the sole decision-making authority and there is no shared vision, little motivation, commitment, creativity, and innovation. Fluctuations in performance within an individual may be due to a variety of factors, including affective state. The effective performance management is a comprehensive approach that encompasses goal setting, monitoring, feedback, coaching, and recognition.

3. HUMAN RESOURCE PRACTICES STRENGTH AND TRANSFORMATIONAL LEADERSHIP

Understanding the strengths of HR practices is essential for organizations to capitalize on their human resources and gain a competitive advantage. Through well-designed recruitment and selection processes, organizations can ensuring high-quality workforce. By targeting the most suitable candidates, HR practices reduce the likelihood of misalignment and increase the chances of hiring employees who can make significant contributions.

The HR practices focused on training and development contribute to the growth and improvement of employees' skills and knowledge. Through various training programs, workshops, and learning opportunities, organizations can enhance the competencies of their workforce, aligning their skills with evolving business needs. This strength enables organizations to adapt to changing market dynamics, technological advancements, and industry trends by continuously upskilling their employees.

3.1. EFFECTIVE PERFORMANCE MANAGEMENT

The effective performance management is another strength of HR practices that enables organizations to monitor and improve employee productivity. Through performance management, HR practices promote accountability, motivation, and employee engagement. Effective performance management is a systematic and strategic approach used by organizations to maximize employee productivity, engagement, and development. It involves setting clear performance expectations, regularly monitoring and assessing performance, providing feedback and coaching, and recognizing and rewarding achievements. The primary goal of performance management is to align individual and team performance with organizational objectives, ultimately driving overall success.

3.2. COMPENSATION AND BENEFITS STRATEGIES

Compensation and benefits strategies implemented by HR departments contribute to attracting and motivating employees. Good packages not only the effective recruitment tools but also encourage employee commitment and loyalty. By offering equitable compensation and desirable benefits, organizations can foster a positive work environment and reduce the risk of employee turnover. Performance management begins with clearly defining individual and team objectives that align with the organization's strategic priorities. These objectives should be specific, measurable, achievable, relevant, and time-bound (SMART). When employees have a clear understanding of what is expected of them, they can focus their efforts on the most critical tasks and contribute effectively to organizational success.

3.3. EFFECTIVE EMPLOYEE RELATIONS PRACTICES

The effective employee relations practices create a harmonious work environment that promotes collaboration, trust, and open communication. HR practices that prioritize addressing employee concerns, fostering teamwork, and promoting work-life balance contribute to employee satisfaction and well-being. Once performance expectations are established, regular monitoring and assessment are essential. Managers and supervisors should track progress, provide ongoing feedback, and identify areas for improvement. Regular check-ins, performance reviews, and constructive discussions help employees understand their strengths and weaknesses, address any performance gaps, and set goals for development.

Feedback and coaching are crucial components of effective performance management. Providing timely and constructive feedback helps employees understand how their work aligns with expectations, identify areas for improvement, and build on their strengths. Managers should offer guidance, support, and resources to help employees develop the skills and competencies needed to excel in their roles.

Recognition and rewards are also key elements of performance management. Acknowledging and appreciating employees' achievements and contributions motivate them to maintain high levels of

performance and drive positive outcomes. Rewards can take various forms, including monetary incentives, public recognition, career advancement opportunities, or additional responsibilities.

By implementing effective performance management practices, organizations create a culture of accountability, transparency, and continuous improvement. Employees are empowered to take ownership of their performance, develop their skills, and contribute to the organization's success. Managers play a critical role in providing guidance, support, and resources to help employees succeed.

3.4. LEADERSHIP STYLES

Leadership styles refer to the different approaches and behaviors that leaders employ to influence and guide their teams or organizations. A leader's style can have a significant impact on the overall work environment, employee motivation, productivity, and the achievement of organizational goals. There are various leadership styles, each characterized by different attitudes, communication styles, decision-making processes, and ways of interacting with team members. Leadership styles play a crucial role in shaping the culture and dynamics within an organization.

Figure: 1



The effective leaders understand the importance of adapting their style to different situations, team compositions, and individual needs. The leaders make decisions independently without much input from team members. They exercise authority and control over the decision-making process. While this style can lead to quick decision-making and clarity in roles, it may limit creativity and discourage employee engagement. It's important to note that effective leaders may combine different styles based on the situation and the needs of their team. The most successful leaders are often versatile, able to adapt their style to bring out the best in their team members and achieve organizational objectives.

Transformational leaders inspire and motivate their teams by setting a compelling vision, fostering a positive work environment, and encouraging personal growth. They lead by example and empower employees to reach their full potential. This style can have a significant impact on employee engagement, commitment, and organizational performance. The leadership styles have a significant impact on the overall performance and success of organizations. Leaders who understand and apply different styles appropriately can create a positive work environment, foster employee engagement and growth, and drive achievement of organizational goals.

4. RESULTS

- a. Transformational leaders can shape and influence HR practices by championing initiatives that align with their vision and values, such as employee development programs or performance-based rewards.
- b. Both HR practices and transformational leadership are focused on empowering employees, enhancing their skills, and creating a positive work environment, resulting in increased employee engagement, productivity, and overall organizational performance.
- c. Effective HR practices can attract and select talented individuals who align with the organization's values and goals.
- d. Establishing clear goals, providing feedback, and recognizing achievements contribute to improved employee performance and motivation.
- e. Fair and competitive compensation packages motivate employees and foster a sense of loyalty and commitment.
- f. HR practices that foster positive relationships and address grievances promptly can improve employee morale and job satisfaction.
- g. Encouraging creativity, critical thinking, and innovation fosters a culture of continuous improvement and learning.
- h. Transformational leaders act as role models, earning the trust and respect of their employees through ethical behavior and integrity.

5. CONCLUSION

The effective HR practices and transformational leadership are interconnected and mutually reinforcing. HR practices provide the foundation and support for transformational leaders to inspire and empower employees, while transformational leadership can shape and influence HR practices to create an environment conducive to individual and organizational growth. Together, they contribute to building a high-performing and engaged workforce. Both HR practices and transformational leadership play integral roles in enhancing employee performance, motivation, and overall organizational effectiveness.

The strengths of HR practices lie in their ability to attract, develop, and retain talented individuals, while transformational leadership inspires and empowers employees to exceed their own expectations. The interconnection between these two concepts lies in how HR practices provide the necessary structures and resources for transformational leaders to be effective, while transformational leaders shape and influence HR practices to align with their vision and values. By understanding and leveraging the strengths of HR practices and transformational leadership, organizations can create a positive work environment and maximize the potential of their human capital to achieve sustainable success.

The strengths of HR practices lie in their ability to attract talented individuals, enhance employee skills through training and development, drive performance through effective performance management, motivate through compensation and benefits, and foster a positive work environment through employee

relations. By leveraging these strengths, organizations can optimize their human resources, enhance organizational performance, and maintain a competitive edge in the dynamic business landscape.

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