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LEADERSHIP IN INFORMATION MANAGEMENT



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Editorial Team,

TINTA (Leadership in Information Management)

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The Effect of Good Leadership

By

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Abstract:

This article is about how a good leader will affect many things in an organization, especially the subordinates as well as customers. Here are some of the effect by a good leadership which are inspirational motivation, intellectual stimulation, build the individualized consideration, a good environment, improve the professional performance, enhanced job satisfaction, the organization will grow, encourage teamwork, and providing high qualities services. A good leader will lead to the successful organization.

Keywords: leadership, good leader, effect of good leader, leadership in information management

The word of 'leadership' has become something of a buzzword in many fields such as in politics, business, academics, social works, management and others. The definition of leadership may be different from one person or from another situation. According to Messick and Kramer (2004), they argued that "the degree to which the individual exhibit leadership traits depends not only on his characteristics and personal abilities, but also on the characteristics of the situation and the environment in which he finds himself". Leadership is one of the important characteristics and play main role in an organization. In the field of Information Management, leadership also becomes something important. This is because; leadership style in an organization is one of the factors that play significant role in encouraging the interest and commitment of the individuals or the personnel in an organization. In Information Management, when the leader shows good performance to their workers, it will give a lot of effect to their organization. The first effect of good leadership is inspirational motivation. The leader can encourage subordinates to demonstrate their commitment in doing their work. The leader also can motivate them if the subordinates do not perform in their work. In ways that the leader shows to their subordinate, it can help them do their work without face with the bad condition. They will perform while doing their work. When they perform their work, the organization also can achieve their goals. The management also can encourage their service to be better than before, so that it can fulfill the user need. So, it shows that inspirational motivation is the effects of leadership in Information Management.

The second effect of good leadership is intellectual stimulation. The Leader will stimulate their subordinates ability to be more innovative and creative so that can provide something news in their task or in their product in Information Management. The leader will stimulate their ability by using questioning assumptions, reframing problem, and approach the old idea or situations by using new ways and new ideas. So by using intellectual stimulation, it can encourage the subordinates so that they always in readiness with the new idea so that they can provide the good services to the user. They also should in readiness so that they can handle any problem that they are facing. So, the intellectual stimulation is the effect that we can get from the leadership.

Then, the third effect of good leadership is leadership can build the individualized consideration. In individualized consideration, the leaders will build a consideration relationship with each individual, pay attention to the individual need, and acting as a coach or mentor to develop subordinates in a supportive to achieve higher levels of potential. The leader will focus to each individual because the individual has differences in term of needs and desire. When the leader pays attention to each individual of the subordinates, it can make the subordinates will be focusing on their work because the leader will guide them if they face with some problem. They also can get more spirit to increase their services to their user and they also will overcome every problem with new ideas. So from that, the organization can increase their services and can achieve their goals.

In addition, a good leadership will give a good environment to the staffs organization which is the culture in the organization isn't force but it is developed. People in the organization will respect the leader on every doing that the leader told them to do as long as it still fulfill the vision and mission of an organization. Besides that, the staffs will encourage by the leadership of the top management, which make them feel comfortable while accomplish their task for the organization. On the other way, the staff will feel that they are very welcoming by the top management and their roles also important to ensure the performance of the organization at the best level. The staffs also will get the encouragement from the leader to have a competition among the staff in the organization to achieve the goal of the organization by their own way. A good leader will give a positive result from the staff and the organization itself.

Furthermore, a good leadership will improve the professional performance in the organization. When the staffs in the organization were led by an elegant leader, positive and have he or she own goal in the future, it will improve the performance of the staffs to the high performance. Hence, a good leader will always be produced which is she or he will take all the factors such as financial, management and human resource of the organization. A good leader will always aware which the staffs need to achieve something in their life especially in their career. So that, the leader will stressed on knowledge and choosing the best way on their career to ensure the staffs always be stay forwarded. The leader also will ensure that the staff will always focus on their job or their roles in the organization.

Moreover, a good leader was able to enhanced job satisfaction of the organization. This might be happen when the staff will obey all the instructions or command that was given by a good leader. The obligation of the staffs will be accomplished successfully. Besides that, it will make the task that completed by the staffs with high quality and achieve the satisfaction of the top manager in the organization. When a good leader existed in the organization to lead the staffs, the staff will always make the right decision in the situation that by right need the staff to the better choices. In addition, the staffs will make the decision without emotional influence. Having a good leader will avoid them from make the decision with influence from the factors of not satisfaction toward their leader.

Besides that, as a leader they have their sets goals and timetable that they need to achieve in future, so that the organization will growth. In order to achieve it a leader must evaluate a situation from an eagle's eye perspective, analyzing the way things work and identify weaknesses then seek a solution to the problem. Looking to the future is the trait that most separates leaders from non-leaders, according to an article by business educators James M. Kouzes and Barry Z. Posner in the Harvard Business Review. The leader also must not be simply satisfied with the achievement and as a result, she helps her organization grow and thrive. For example, a good leader of a library would notice what the current flows moreover in this technology age and come out with the fresh idea that can attract more user use the library.

A good leader can encourage teamwork in their organization. As we know to work with organizations, we need each other and we cannot work alone. As a group, we can exchange ideas, share workloads and helping each other. So as a leader, should play an important role in fostering teamwork and cooperate in any activity and not just give orders to subordinates. For example, to organize an activity leader need to sit together discuss with his subordinates to listen to all the suggestions given before making a decision and that decision must be reviewed beside getting the majority support. Next the leader need to monitor any developments and provide recommendations or advice if there are things that need to be repaired so that the activities will be carried out successfully.

Lastly, be a good leader will also give a positive impact to their organization. It is not only giving impact to the subordinates and organization, but it also will be impacted the customer. They must be able to provide a high quality products or services to the customers and users. For example, on the last school holiday they managed to organize some activity that attracted children as well as parents to participate and got many good responses from the participation. Of course they will satisfy if the activity conducted smoothly as it planned and a good leader managed to lead their subordinates successful.

As discussed above, the success of an organization can be inferred from a leader. A great leader can have a positive impact, and vice versa. Leadership requires distinct behaviors and attitudes, and for many people, their debut with the job. Before you are a leader, success is all about growing yourself. When you become a leader, success is all about growing others (*M. A. Adeniyi, 2007*).

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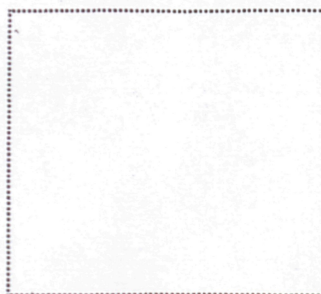
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