

ARE LEADERS BORN OR MADE?

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ABSTRACT

Leadership has paramount importance in present competitive business environment, because with the help of leadership a company will face all the problems very efficiently. Leaders are the key factor that guides and drives an organization in the path of success. Every organization is searching for leaders as their employees. This research paper is an attempt for achieving these objectives namely, to study whether the leaders are born or made, to know the importance of leadership and to analyze the responses of the present young generation towards leadership concept that whether leaders are made or born. This study is based on descriptive research design Convenience sampling technique is used for the selection of respondents of 160 (sample size) and primary data is collected with the questionnaire as a tool .The collected and analyzed data reveals that majority of the respondents were opinioned that leaders are made but not born .Therefore, leaders are made as leadership is skill which can be learnt through education, training, continuous practice and experiences.

KEY WORDS: Continuous practice, Education, Experiences, Leaders, Skill and Talent.

INTRODUCTION

What will be tomorrow's business scenario and what needs to be successful? This is a critical question all the organizations face today .To answer this question, an organization needs leaders who are effective. Due to highly competitive business world, organizations are searching for leaders as their employees.

Research on leadership indicates that 50- 75 % of organizations are currently managed by people greatly lacking in leadership competence. They are hired or promoted based on technical competence, business knowledge and politics not on leadership skill.

Before explaining in detail about leadership, it is worthwhile to know whether it is a skill or a talent. If it is a talent, then leadership is an in born quality as talents are intrinsic. If it is a skill, then it can be acquired by rapacious reading, learning, continuous practice, training and experience. If it is a talent, then the leaders are born and if it is a skill, then the leaders are made.

Leadership is more of an action rather than preaching. It is the ability to lead from the front with a passion and with a conviction of a great vision, despite many successive setbacks. It is also taking a sense of responsibility, setting as a role model with qualities like courage, commitment and conviction.

◎ **In the Words of Mr. Narayana Murthy on "LEADERSHIP" 'Leadership is all about courage to dream big.'**

- ◎ Leadership is all about courage, courage to dream big, to take tough decisions, etc. Second, it is the ability to raise the aspirations of people and third, to be open minded and to accept great ideas from different countries and culture across the world.

Leadership is also a way of calling 'we' not 'I' because no leader is successful as an individual. Whenever there is a success story, the leader ascribes it to his team and in case of a failure, he owns the sole responsibility. There are many dimensions and definitions to the concept of leadership. In this paper an attempt is made to study whether the leaders are born or made, to explore the concept of leadership and to analyze the responses of the present young generation towards leadership concept that whether leaders are made or born.

OBJECTIVES OF THE STUDY

- To study whether the leaders are born or made,
- To study the importance of leadership
- To analyze the responses of the present young generation towards leadership concept that whether leaders are made or born.

RESEARCH METHODOLOGY

The study relies upon both primary data as well as secondary data. Primary data is collected from the MBA students who are studying final semester, Junior business executives and Businessman. The convenience sampling technique is used in this research. Descriptive research design is used which describe the actual behavior of the phenomenon. The questionnaire is the main tool of collecting data. The distant respondents are approached by email. The collected data analyzed with the help of percentages.

DISCUSSION OF THE STUDY

Concept of leadership

Managers are people who do things right, while leaders are people who do the right thing. The very essence of leadership is that you have to have a vision. Good leaders are made not born. If you have the desire and will power, you can become an effective leader. Good leaders develop through a never ending process of self –study, education, training, and experience.

To inspire your people into higher levels of teamwork, there are certain things you must be, know and do. These do not come naturally, but are acquired through continual work and study. The best leaders are continually working and studying to improve their leadership skills.

Before we get started, let's define leadership. Leadership is a complex process by which a person influences others to accomplish a mission, task, or objective and directs the organization in a way that makes it more cohesive and coherent. A person carries out this process by applying her leadership attributes (belief, values, ethics, character, knowledge, and skills). Although your position as a manager, supervisor, lead, etc. gives you the authority to accomplish certain tasks and objectives in the organization, this power does not make you a leader...it simply makes you the boss. Leadership makes people want to achieve high goals and objectives, while, on the other hand, bosses tell people to accomplish a task or objective.

Two Most Important keys of leadership

Hay's study examined over 75 key components of employee satisfaction. They found that:

- Trust and confidence in top leadership was the single most reliable predictor of employee satisfaction in an organization.
- Effective communication by leadership in three critical areas was the key to winning organizational trust and confidence:
- Helping employees understand the company's overall business strategy.
- Helping employees understand how they contribute to achieving key business objectives.
- Sharing information with employees on both how the company is doing and how an employee's own division is doing relative to strategic business objectives.
- So basically, you must be trustworthy and you have to be able to communicate a vision of where you are going. Notice how the "principles of leadership "in the next section closely ties in with this.

The process of great leadership

The road to great leadership (5) (common to successful leaders):

- Challenge the process-First; find a process that you believe needs to be improved the most.
- Inspire a shared vision-Next, share you vision in words that can be understood by your followers.
- Enable others to act-Give them the tools and methods to solve the problem.
- Model the way-when the process gets tough, get your hands dirty. A boss tells others what to do...a leader shows it can be done.
- Encourage the heart-Share the glory with your followers' heart, keep the pains in your heart.

Impact of leadership in organization

Leadership and human behavior

As a leadership, you need to interact with followers, peers, seniors, and other people whose support you need to accomplish your objectives. To gain their support, you must be able to understand and motivate them. To understand and motivate people, you must know human nature .Human nature is the common qualities of all people have similar needs .As a leader you must understand these needs because they are powerful motivators.

Leadership and Communication

Many of the problems that occur in a organization are the direct result of people failing to communicate. Faulty communication causes the most problems. It leads to confusion and can cause a good plan to fail. Communication is exchange and flow of information and ideas from one person to another. It involves a sender transmitting an idea to a receiver. Effective communication occurs only if the receiver understands the exact information or idea that the sender intended to transmit.

Studying the communication process as important because you coach, coordinate, counsel, evaluate, and supervise through this process. It is the chain of understanding that integrates the members of an organization from top to bottom, bottom to top, and side to side.

Leadership and motivation

A person's motivation is a combination of desire and energy directed at achieving a goal. Influencing someone's motivation means getting them to want to do what you know must be done. A person's motivation depends upon two things:

The strength of certain needs. For example, you are hungry, but you must have a Task completed by a nearing deadline. if you are starving you will eat. If you are slightly hungry you will finish the task at hand.

The perception that taking a certain action will help satisfy those needs. For example, you have two burning needs-The desire to complete the task and the desire to go to lunch. Your perception of how you view those two needs will determine which one takes priority .If you believe that you could be fired for not completing the task; you will probably put off lunch and complete the task. if you believe that you will not get into trouble or perhaps finish the task in time, then you will likely go to lunch .

LEADERSHIP SECRETS

1. DECISIVENESS IS KEY

(LALIT KHAITAN, Chairman and Managing Director, Radico khaitan)

The most distinguished trait that defines a good leader is the willingness to make decisions that are need of the hour no matter how difficult they may be. And the most significant component of such decision-making is self-confidence.

2.VISIONARY LEADERSHIP

(B.MUTHURAMAN, Managing Director, Tata steel)

The ability to create a shared vision among team members is the primary trait of a true leader.

3. RELATE AND RULE

(N.LAKSHMI NARAYAN, CEO AND President, Cognizant Technology Solutions)

Good leadership is the ability to recognize all the factors that would make the leader succeed in motivating the group.

4. TAKE RESPONSIBILTY

(R.V.SHASTRI, Chairman and Managing Director, Canara bank)

A leader is only as good as his team. Leadership involves two steps: helping subordinates take advantage of their talents, and then fine tuning their performance. Good leaders always take responsibility for both the success and failure of their teams.

ANALYSIS OF THE STUDY

Table no 1: Respondents classification based on gender

Sex	No .of Respondents	Percentage
Male	96	60 %
Female	64	40 %
Total	160	100

Source: Primary data

The above table indicates that 60 percent of the respondents were male and 40 percent were female.

Table no 2: Respondents classification based on Profession

Type of Profession	No. of Respondents	Percentage
MBA students (pursuing final semester)	70	43.75 %
Junior Business Executives	60	37.5 %
Business man	30	18.75 %
Total	160	100

Source: Primary data

The table reveals that 43.75 percent of the respondents were MBA students, 37.50 percent were junior business executives and remaining 18.75 percent were business man.

Table no 3: Respondent's opinion towards whether leaders are born or made

Option	MBA students	Junior Business Executives	Business Man
B	16 (10 %)	15 (9.375 %)	08 (5 %)
M	33 (20.625 %)	30 (18.75 %)	17 (10.625 %)
T	21 (13.125 %)	15 (9.375 %)	05 (3.125 %)
total	70 (43.75 %)	60 (37.50 %)	30 (18.75 %)

Source: Primary data

(Leaders are born but not made = B, Leaders are made but not born = M and Leaders are equally born as well as made = T)

The table reveals that 50 percent of the respondents were opinioned that leaders are made but not born, 24.375 percent of respondents were opinioned that leaders are born but not made and 20.625 percent of respondents were opinioned that leaders are equally born as well as made.

Table no 4: Factors that are most important in creating leader

Factors	MBA Students	Junior Business Executives	Business Man
Traits	10 %	10 %	07 %
Education and Training	60 %	58 %	60 %
Experiences	30 %	32 %	33%
	100 %	100 %	100 %

Source: Primary data

The table indicates that on average, 60 percent of respondents were opinioned that education and training factor is the most important, next experiences (more than 30 %) and traits are important in creating a leader.

CONCLUSION

Leadership is a skill, not a talent, which can be acquired by education, training, learning, continuous practice and experience. Everyone should know that leaders are not born but are made due to external environment and circumstances. The road to leadership is not an easy one but an uphill and a Herculean task. Anybody can become a leader but everybody cannot become a leader. The leaders lead their lives with lot of struggles and sacrifices and they live larger than

life even after their death because they live more in the hearts of people rather than in the minds of the people. The leaders inspire and direct their followers to become leaders and achievers. The leadership is vital for any organization to get high level competence and to achieve industry leadership.

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