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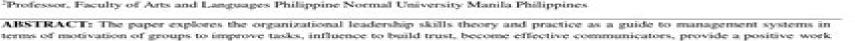
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# Organizational Leadership Skills Theory and Practice: A Guide to Management System



University Research Director Universidad De Manila Manila Philippines

Professor, Faculty of Arts and Languages Philippine Normal University Manila Philippines



Descriptive quantitative research design is employed in the study. It quantifies and measures organizational leadership skills theory and practice as a guide to management systems. Likewise, convenient sampling is utilized in the gathering of the sample size. The study comprised Sixty (60) respondents only.

atmosphere, foster employee satisfaction, and encourage professional growth and development among the respondents.

Results show that motivation drives the success of employees which is vital for the satisfaction of the workforce and role in the organization, show to engage employees to perform better with their work to the fullest, show to communicate clearly with the objectives, goals, and expectation to provide clarity with self-confidence among employees who excel on the job well done. show that it is conducive for collaboration and success for the employees' efforts in the organization and performance, show to involve significant experiences on employee retention, employee engagement, and employee motivation, and show to provide an opportunity for advancement to grow and develop as team members in the organization.

KEYWORDS: Organizational leadership skills, management system, motivation of group to improve task, influence to build trust, become effective communicator, provide positive work atmosphere, foster employee satisfaction, and encourage professional growth and development

#### INTRODUCTION

Good leadership requires skills, knowledge, and understanding in the organization. Leaders manage time, need, solve complex issues, address conflict tactfully and delegate the task efficiently. It keeps an effective team to move forward, progress, and succeed. He has the capacity to develop better critical thinking, collaborative skills, organizational skills, and interpersonal skills. Leaders must be decisive and highly ethical in the process of leadership at all times (Mallillin, & Mallillin, 2019). The success of a good leader depends on how he/she handles responsibilities and management. Great leadership means managing daily activities required in the organization to move forward and better success. It means creating and leading the ideal condition and team of committed employees to work toward the goals to be accomplished. It influences the organizational leadership skills and performance of a leader and employees in the workplace. It supports vital leadership success and organizational needs. It influences the organizational leadership outcome in a competitive advantage and sustainability (Mallillin, 2021, pp. 17-28). It identifies the core values of a leadership performance. It includes leaders who treat their employees fairly, flexibility, and innovatively. It develops a role of leadership to highlight the performance of employees in the organization. It addresses the role of leadership in the organizational setting. It explores the quality of leadership in the organizational bearing and performance (Haile, 2023, pp. 653-673). On the other hand, good leadership skills in the organization influence competency, motivation, and sustainable productivity. It influences the competency and related productivity of leaders and distinguishes the process of effective leadership as to service delivery, perspectives, and human resource (Jumawan, et al. 2023, pp 906-917).

On the other hand, strong leadership is the key for the success of the organization which requires skills, knowledge, development that can lead to theory and practice. It is a perception for employees that is linked in the work environment through leadership behavior and action (Mallillin, et al. 2020). It influences the organization with direct leadership. Leadership has a nowerful impact in the organization for employee experiences. The leader's action has an effect on the organization culture and level of employee work engagement. Leaders are responsible to foster respect, communication, and trust. It establishes a harmonious work environment. Leaders create and share a sense of ownership and sense of purpose to inspire the goals of employees growth and best work. Leaders demonstrate authentic care for employees and are committed to help with full potential. It directly influences the features of a strong leader in the organization. It identifies potential leaders to train and direct leadership positions. It addresses



# Organizational Leadership Of Human Resources Part I The Individual Vol 1

**Yashwant V. Pathak** 

#### Organizational Leadership Of Human Resources Part I The Individual Vol 1:

Organizational Leadership of Human Resources John M. Brion, 1989 Contiene Vol 1 The individual Vol 2 The organization Vol 3 Integration The Encyclopedia of Human Resource Management, Volume 1 William J. Rothwell, 2012-03-12 The three volumes in The Encyclopedia of Human Resource Management offer a comprehensive review of the essential issues and most important information available on the topic Each volume in the encyclopedia contains contributions from some of the most celebrated names in the field of human resource management HRM and addresses the myriad challenges faced by today s human resource professionals Volume 1 puts the focus on the definition of terms and practices that are most relevant to today s human resource management HRM professionals The contributors bring an up to date perspective of HRM definitions and practices and for ease of access the terms are presented in alphabetical order Each contributor includes the most recent research on a particular topic and summarizes a new and progressive definition of these important terms The book begins with an enlightening discussion of the evolving practice of talent management and contains the following topics Affirmative Action Assessment Business Ethics Campus Recruitment Career Development Compensation Drug Tests Employee Relations Flexible Benefits Glass Ceiling HR Metrics and Analytics Mergers and Acquisitions National Labor Relations Act Quality Circles Recruitment and Selection Self Directed Work Teams Social Responsibility Strategic Human Resource Management Training Needs Analysis Work Family Balance and more The Encyclopedia of Human Resource Management gives human resource professionals the knowledge information and tools needed to implement the best practices in the field Paper 2 Human Resource Management Volume - 1 Mr. Rohit Manglik, 2024-03-05 EduGorilla Publication is a trusted name in the education sector committed to empowering learners with high quality study materials and resources Specializing in competitive exams and academic support EduGorilla provides comprehensive and well structured content tailored to meet the needs of students across various streams and levels Human Resources and Their Development - Volume I Michael J. Marquardt, 2009-10-20 Human Resources and their Development is a component of Encyclopedia of Human Resources Policy Development and Management in the global Encyclopedia of Life Support Systems EOLSS which is an integrated compendium of twenty one Encyclopedias The Theme on Human Resources and their Development provides the essential aspects and a myriad of issues of great relevance to our world such as Human Resources and their Development Major Issues in Human Resource Development Elements of Planning Strategies for Human Resource Development Human Life Systems Diversity and Human Development Human Development and Causes of Global Change Consequences of Global Change for Human Resource Development These two volumes are aimed at the following five major target audiences University and College Students Educators Professional Practitioners Research Personnel and Policy Analysts Managers and Decision Makers and NGOs The Oxford Handbook of Organizational Psychology, Volume 1 Steve W. J. Kozlowski, 2012-06-14 Organizational psychology is the science of psychology applied to work and organizations. This is the first of two volumes

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accountability Leading in the Age of Innovations Lenka Theodoulides, Gabriela Kormancová, David Cole, 2019-02-06 Leading in the Age of Innovations centres on the need for a more complex process relational oriented approach to leadership The complexity of leadership has grown significantly during the 21st century where the need to adapt to the escalating changes in our society and workplace forms one of the most important prerequisites to succeed Leading in the Age of Innovations represents the outcomes of the lengthy scientific work that was undertaken for the past 10 years and it is still an ongoing process This book introduces a new concept of leadership based on the process and relational dimensions which resulted in the development of the Reflective Leadership concept The new model of leadership provides a unique concept on how to bring together various disciplines and explains the overlapping relations between them Moreover the proposed view on leadership reflects the current evolution around the globe highlighting the importance of change and innovation In organizations too much focus is on the end product and the technical details of how a product is made and distributed Less attention is focused on how people interact and how the human capacity is effectively supported by leaders who on the other hand are expected to support a culture of innovation This behavioural interaction is governed by a set of predictable values and norms These relationships need to be understood for an organization to prosper and is thus far more important to the leadership process Leading in the Age of Innovations seeks to establish this understanding and will be key reading to researchers scholars and practitioners alike in the field of leadership organizational studies and related disciplines

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