

# Essentials of Organizational Leadership for Quality Enhancement in Educational Institutions

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## Abstract

*Striving excellence in all spheres and managing with a proper strategic plan is the articulated vision of a true leader. Dwight D. Eisenhower, 34th President of United States, quoted, 'Leadership is the art of getting someone else to do something you want to be done because he wants to do it.' The supervision, foresight, executives, managerial skill, communication, and positive approach of the organizational leader multiplies the quality and ensures the development of an educational institute. The work culture, behavior, commitment, dedication, and honesty of the leader reflect in the whole system. In educational institutions, effective leadership is a key factor in switching the prospects more towards the building of healthy organizations in terms of human resource development and growth. The democratic value and professional ethics must be upheld by the leader to maintain the internal environment of the organization and the achievement of quality objectives. With the help of secondary resources and literature, this paper seeks to highlight the role of organizational leader and importance of Organizational leadership for quality up-gradation of human resources in the context of educational institutions.*

**Keywords:** Organizational leadership, Human Resource Development, Strategic Plan and Professional ethics.

## Introduction

The quality of an institution is primarily upheld by the human resource associated with it, where each of the members acts as a joining stick to pace, the growth and success of the organization. To direct these resources in the proper direction, effective leadership is most needed for the excellence of the organization. To be an effective leader, a person must possess certain qualities or certain sources of influence that other group members readily have to access his instruction for better performance. In a true sense, a leader is someone who acts as a catalyst to make human to human resource. "Good leaders develop through a never-ending process of self-study, education, training, and experience" (Jago, 1982). Educational institutions have a lead role in converting the so-called children's into future citizens. To acquire this objective, strong and effective leadership is the need of the hour. Organizational leadership is the differentiating factor in quality enhancement, and it making "good" organizations "great." The supervision and effective leadership ability is the base for the excellence of an institution. The managerial skill, communication, and positive approach of the organizational leader multiply the quality and ensure the development of an educational institute. "Educationists should build the capacities of the spirit of inquiry, creativity, entrepreneurial, and moral leadership among students and become their role model." (Abdul Kalam)

## Organisational Leadership

Northouse's 2007, definition - Leadership is a process whereby an individual influences a group of individuals to achieve a common goal. For organizational growth and Excellency in terms of quality, effective leadership plays a key role. Organizational Leadership in educational institutions acts as a process of influencing and supporting all associated fellows to work enthusiastically towards achieving the common educational goals and objectives. For an effective leader, understanding the organizational behavior of the coworkers is most important for better directing the workforce in terms of human resource development. This makes the leader imperative; to learn about complex human behavior, to explore how to improve interpersonal skills, and to manage the relationship with others at work. According to John W Newstrom (12<sup>th</sup> edition, *organizational behavior*, 2010, pp.3), "organizational behavior is the systematic study and careful application of knowledge about how people as individuals and as groups-acts within organizations. It strives to identify ways in which people can act more effectively." The leader has a key role in managing the overall activities within the organization. Organizational leadership involves all the processes and possible results that lead to the development and achievement of organizational goals. It includes employees' involvement, genuineness, effective listening, and strategic communication. Given Dr. Sailesh Sharma (*Attributes of school principals-leadership qualities & capacities*, p1), "Leadership plays an indispensable role in the effectiveness of an educational institution, right from the setting of goals to the accomplishment of goals.

For maintaining the quality in an educational institution, a human resource associated with it must be efficient in their concerned area. The human resource constitutes from peon to principal in a subordinate way and working together in an educational institution. The development of this human resource is a prime focus of attention by the organizational leader for quality enhancement. For this, all faculties and staff associated with the institution should be skilled and re-skilled, and the leader must take initiatives for the required programs to attain this target. The leader frames strategic

planning for the upliftment of the institution. By using his talents and capabilities, the leader extracts the best institutional outcomes. In the educational scenario, we can synonym it as "educational leadership," that directs towards enlisting and guiding the talents and energies of teachers, pupils, nonteaching staff, and parents toward achieving common educational aims.

## Essentials of Organizational Leadership

The work culture, commitment, dedication, and honesty of the leader reflect in the whole system. The democratic value and impartial nature of the leader are most essential for an organizational leader. Always inspires his fellow mates into higher levels of teamwork continually for working and learning to improve their skills. The organizational leader has a strategy for getting the best out of employees' potential for organizational success in a cooperative manner in the educational arena. The leader takes the initiative to organize training programs, seminars, and workshops, which helps in updating the knowledge, imbibing skills, and the positive attitude for a work culture in their institution. Motivation is a goal-oriented characteristic practiced by the leader that helps in achieving the desired objectives. The performance of employees in the institute both qualitatively and quantitatively helps in human resource development supervised by the leader.

Richard Bolden (*Leadership, Management, and Organizational Development*, 2010) Leadership drives the interpersonal aspects of the organization, such as moral boosting and team spirit. The Leaders Organizational Management deals with the conceptual issues of the organization, such as planning and organizing. The Control over the administrative setup and structure brings the organization in proper order, to make it more efficient. Proper Management allocates the resources and helps to organize the activities that will make it a real sense for quality enhancement. Leadership helps to guide, coach, and motivate the people to do their best throughout the entire process. "For Creating and making choices, setting the direction, ensuring focus, developing capability and capacity with partners are the best qualities should be linked with the organizational leader." (NHS Scotland Leadership Development Strategy, June 2009) A Leader has to manage with

working conditions, Policies and administrative practices, Salary, Benefits, Job security, Co-workers Personal life, Recognition, Advancement, Growth, and Responsibility. “Organizational leadership involves processes and proximal outcomes (such as worker commitment) that contribute to the development and achievement of organizational purpose. (Stephen J. Zaccaro and Richard J. Klimoski, *The Nature of Organizational Leadership*, Chapter 1).

### **Strategic Planning**

“Strategic planning can be defined as the act of developing policies, choosing actions, and allocating resources to achieve the desired objectives. It is the long term, the future-oriented process of assessment, goal setting, and strategy building that maps an explicit path between the present and a vision of the future that relies on careful consideration of an organization’s capabilities and environment and leads to priority-based resource allocation and other decisions.” A leader has regular planning of new innovative ideas and approaches for achieving educational objectives. Utilizing the full human power in democratic climate, openness, mutual trust, and accountability can result in the quality improvement of an educational institution.

### **Professional Ethics**

In a work culture, the leader respects others’ dignity and respectfulness, their feelings, decisions, and values. Taking a follower’s interest is always fruitful for the best performance in exploring human resources. Possessing a secular view, fair, clear, and unbiased attitude of an organizational leader makes a significant difference in the human quality of that institute. By community building, an ethical leader considers his purpose as well as his co-fellows purpose. Honesty and commitment to his duty is the essential factor for an organization leader. Punctuality, hard work, faithfulness, patience, mutual understanding, and accountability must be plasticized by the organizational leader. With self Management, social awareness, and relationship management Skills, a leader can contribute his maximum to ensure the potentialities of human resources in an educational institution.

### **Quality Enhancement in Educational Institutions**

In the view of Serafimovska H., Ristova E. (The impact of leadership on achieving total quality management), The leader is the one that promotes the importance of quality in the organization, provides conditions for continuous education and training of employees, as well as maintaining constant contacts with the employees, consumers, and suppliers, to create a convenient organizational culture and selection of appropriate policies for initiation and application of quality control in an organization. The quality enhancement to be a part of the activities of employees and to be formulated and promoted through the organization. Research and Library Service Briefing Paper (Paper 02/11 November 2010, NIAR 601-00) Special programs for learners improvement and vocational training enhances the quality of future human resources, i.e., students in an educational institute. An effective leader took the responsibility to prepare a need-based curriculum framework and effective teaching methods to enhance the teaching and learning, which results in assuring the quality of an educational institution in terms of human resource development.

### **Conclusion**

Organizational growth, development, and quality are directly proportional to the efficacy of human resources associated with it. Educational institutions are the ones where human beings are transferred to Human resources. For the quality enhancement in an educational institution, effective leadership acts as a base. The overall strategy of the organizational leader prepares the best human potentials for the building of the nation. The artistry, sincerity, commitment, innovativeness, and good managerial skill of the leader makes a good organization great in terms of human resource development. Having clear professional ethics and honesty is highly essential for organizational leadership, which will reflect in quality and achievement of an organization.

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