TYPES OF LEADERSHIP AND THEIR IMPACT ON THE EFFECTIVENESS AND EFFICIENCY OF THE PUBLIC ORGANIZATIONS: A LITERATURE REVIEW

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Abstract

This study rigorously examines the exercise of leadership within public administration and its profound influence on the operational effectiveness and efficiency of public sector organizations. By focusing on transformational, charismatic, transactional, and authentic leadership styles, the research aims to delineate the specific characteristics and competencies required by leaders in public administration to notably enhance employee productivity and the efficiency of public sector services under both usual and crisis conditions (Donkor et al., 2022; Xanthopoulou & Sahinidis, 2022; Wang & Xie, 2020). An integral part of this inquiry delves into how these leadership styles each contribute distinctly to the transformation of public administration. The goal is to discern which leadership style most effectively fosters public service delivery that is both responsive and sustainable. The in-depth literature review conducted as part of this study meticulously highlights several

key traits of effective leaders. These include the ability to communicate effectively, inspire and motivate others, guide teams towards common goals, create and articulate a clear vision, demonstrate unwavering integrity, foster innovation, encourage robust teamwork, and maintain flexibility and adaptability in the face of changing circumstances. Furthermore, this research emphasizes the critical importance of decision-making process and problem-solving capabilities, particularly in times of crisis. Here, the attributes of flexibility, effective communication, resolute determination, and adept management of innovation and teams are highly prized and scrutinized. Through empirical analysis and theoretical exploration, the study uncovers a nuanced connection between the aforementioned leadership styles and the transformative processes within public sector environments. Transformational and charismatic leadership are identified as particularly effective in facilitating substantial administrative reforms, setting the groundwork for a more dynamic, responsive public administration system. The roles of transformational, charismatic, and authentic leadership are shown to be decisively beneficial, enhancing the agility and responsiveness of public sector organizations to meet the needs of the citizenry efficiently and ethically. Meanwhile, transactional leadership, while contributing to the maintenance of organizational stability and predictability, shows only a partial impact on overall organizational effectiveness. Intriguingly, the study also brings to light the diminishing effectiveness of laissez-faire and bureaucratic leadership styles in modern public administration. These styles, characterized by a lack of proactive engagement and an over-reliance on rigid, hierarchical decision-making processes, are increasingly viewed as obsolete and counterproductive in the fast-paced, complex public sector landscape. Addressing a critical gap in contemporary leadership research, the study advocates for a hybrid approach to leadership within public sectors. This approach integrates various leadership behaviors to form a cohesive, flexible leadership strategy that can effectively respond to a range of organizational challenges and public demands. This synthesis of diverse leadership qualities underscores the complex nature of public sector management and highlights the dynamic capabilities required of leaders to navigate this challenging landscape effectively. By advocating for a strategic amalgamation of leadership styles, the research contributes significantly to the discourse on public administration, offering valuable insights and practical recommendations for developing more effective leadership frameworks in the public sector.

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