

The Effect of Different Leadership Styles on The Quality of Group Work

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Abstract: Under the leadership of today's social problems and pressure, the creativity of employees has become the most essential capital. To maximize member creativity, collaboration becomes the catalyst toward this goal. Today, group work has permeated different aspects of society. In order to come up with the best teamwork leadership style, a study of different leadership styles is inevitable. This work paper main focus on fgroup work efficiency was influenced by divers leadership style.. The plan to use a experience of Godzilla model building for proving the results of three leadership style. The result will directly determinate the most effective leadership and announce it to the whole society.

Keywords: Leadership style, Teamwork, Work efficiency.

1. Introduction

In a knowledge economy and innovation-driven context, collaboration has become an integral part of creativity. For example, teachers can use scientific and reasonable cooperative learning directions to allow students to interact and communicate in cooperation, and conduct multi-level research and exploration to make breakthroughs in important knowledge points. The advantages of group cooperation have been well reflected in practice. The basic form of group work is intra-group cooperation and intra-group competition. Leaders play a key role in the group and need to show their own leadership style and style to promote the work efficiency and quality of the entire group, thereby contributing more benefits

leadership styles often vary according to the leader's purpose and personality, and different leadership styles can also affect the efficiency and final results of group work.

2. Literature Review

Wang Can once conducted research on transformational and autocratic leadership styles.[1] By simulating group cooperation and observing the work motivation of members in the group, he concluded that this leadership style will stimulate the efficiency of group cooperation and stimulate employees' subjective initiative and work motivation, and promote the relationship among employees.[2] Cooperate with each other and form a cohesive force within the group, so as to achieve the common goal of the group faster.[3, 4] Carmeli and others regard democratic leadership as a form of relational leadership, a leadership style in which leaders and employees are interdependent. Democratic leaders appreciate employees, can respect and recognize each other with employees, pay attention to the needs and interests of employees, complete tasks with employees, stimulate their potential and vitality, and have a win-win relationship with employees (Hollander). [5]Gao Hong and others believe that inclusive leadership has elements of fairness, openness, democracy, and tolerance, and can treat employees in an open, friendly, tolerant, and supportive manner.[6-8]

3. Research Design

3.1. Research objectives

This research experiment compares the efficiency and quality of different groups completing the same task, to discover the influence of leaders with different leadership styles on the efficiency and quality of group cooperation, and to understand the changes in work motivation and personal behavior of members of each group.

3.2. Experimental design

Participants: 15 students aged 18-20 with experience in group work, divided into 3 groups.

Group leaders: 3 people, respectively autocratic, laissez-faire, and democratic leadership styles.

Research materials: Materials and tools for making "Godzilla" models.

3.3. Technical route

Using the control variable method, under the leadership of leaders with different leadership styles, complete the same model production, and record the completion time and quality, and finally compare and draw conclusions. The participants did not know in advance that this was just an experiment, and the leader was free to order the group members to complete the assigned tasks according to the leadership style. The researchers recorded the interactions between the different group members and the leader.

3.4. Research Hypothesis

The groups with democratic leadership style have higher model quality and faster completion speed. Since the democratic leadership style tends to be group-oriented, members of the group will receive more encouragement and support, thereby greatly improving work motivation. In the same amount of time, groups with a democratic leadership style were more productive and motivated to work.

The group quality and speed of completion are not as good for authoritarian leadership styles as for democratic ones. Since autocratic leaders do not give enough encouragement and attention to members, most of them issue specific tasks

and require members to complete them. Team members do not have high work mobility, which leads to a decrease in overall work efficiency. Excessively demanding tasks can also lead to rebellious psychology and other uncontrollable factors among team members.

The laissez-faire leadership style was the slowest and worst of the three groups. Because the laissez-faire leadership style hardly gives team members any tasks and encouragement and support, resulting in no cooperative relationship formed among team members, everyone's tasks are messy and there is no complete system, which ultimately leads to extremely low completion efficiency and model quality.

4. Empirical Analysis

The completion time of the three groups: the autocratic leadership style took 3 hours and 23 minutes, and the basic body structure of the model was complete. The democratic leadership style took 3 hours and 58 minutes, and the overall framework of the model was compact. The laissez-faire leadership style took 5 hours and 10 minutes, and the model infrastructure is more general.

From the above results, both autocratic and democratic leadership styles have higher teamwork efficiency, and the laissez-faire leadership style takes the longest time among all groups.

In the observation of work efficiency, it is found that the group members with laissez-faire leadership style do not have a clear division of labor and cooperation, and often all the people concentrate on the same part at the same time, which is also the most important factor affecting the work efficiency of this group. The outcomes for democratic and authoritarian leadership styles were the opposite of what was assumed. The group with the authoritarian leadership style entered the production state of their respective models the fastest. Since the leader had already made a work distribution plan, each team member did their job as quickly as possible, but there was a lack of interaction and communication with each other. Groups with a democratic leadership style take some time to start because the leader delegates distribution to the group members.

In terms of quality of completion, although the democratic model has some problems of disproportion, it is the closest to the restoration of the model. The autocratic type also has a high degree of restoration, but because the team members did not coordinate well when assembling accessories, the model structure is relatively loose. Overall, the hypothesis is fully validated in terms of quality.

5. Conclusion

This study has initially achieved the purpose of investigating the impact of leadership style on cooperative productivity, but there are still some shortcomings: wrong assumptions, and a rough judgment of democratic and autocratic leadership styles at the beginning, leading to wrong assumptions. The number of people and time are insufficient, because the number of people is limited, it is impossible to fully demonstrate various leadership styles, and short-term cooperation projects cannot maximize the leadership effect. In the future, the time and number of people can be increased, and more professional research methods can be adopted to improve the reliability of the research.

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