

AN EMPIRICAL STUDY ON INDIAN BUSINESS LEADERS' INSPIRATION & SELF-MANAGEMENT

U. Jawahar Supraveen¹ & U. J. Surendra²

¹Research Scholar, Sri Krishna Devaraya Institute of Management (SKIM),
Sri Krishna Devaraya University, Ananthapur, Andhra Pradesh, India

²Research Scholar, Sri Krishna Devaraya University College of Engineering and Technology,
Sri Krishna Devaraya University, Ananthapur, Andhra Pradesh, India

Received: 01 Mar 2018

Accepted: 09 Mar 2018

Published: 18 Apr 2018

ABSTRACT

Today's business world is more competitive and leaders with high level of self control and with strategic talent required sustaining and developing the business organizations. In managing the enterprises, leaders require not only physical infrastructure and also intellectual capital with cutting edge knowledge with incessant training and development for the use of scarce resources in the optimal way. In this context the research paper investigates how the business leaders gain the relevant knowledge from their role models- with in the family or outside the family and also from the bitter experiences from their both personal and professional life. Effective learning is possible only for those who are self-managed successfully.

KEYWORDS: *Self Control, Knowledge, Challenges, Self Managed, Self Controlled, Inspiration*

INTRODUCTION

In today's modern society the business sector which includes manufacturing and service is growing rapidly, and with this increase in 4 M's there is a need for management to manage and lead these growing companies. Managing today business is no guarantee that it will change and renew itself in future. An organisation is considered to be an open system of management with a close interaction with the environmental change both external and internal. Coping with this change needs to know present business better before future business needs. In order to overcome these future needs, what makes an ordinary man to convert him to be a leader? What qualities he/she should inculcate and impact of family, friends and role models from outside the family whom they had played major role in shaping and moulding these leaders (Top brass), based upon their disappointment and how they felt and absorbed the shocks and regained their stability. How they managed talent management is thus the only option available and appropriate for every organization which wants to create a difference in effective workforce utilization, multiplying the rate of talent retention, expecting right return form of talent and thus building a culture of collaboration, strategic linkage of functions with goals and thus talent retention. Performance management gives its final shape to both the present, and the future business plans of the organisation. The manager, who assists employees to believe in them-selves and in their efficacy, has harnessed a powerful performance improvement tool.

The L.E.A.D.E.R is a model to elucidate the steps in leading a successful change program. It can be represented as:

L	:	Leading
E	:	Empowering
A	:	Adaptive
D	:	Developing
E	:	Evaluating
R	:	Recharge

OBJECTIVES OF THE STUDY

- To study the qualities which made the Business Leaders to get self managed
- To study how they got inspired within the family and outside the family
- To study how they have treated bitter experiences / failures

METHODOLOGY

The methodology for the research study is as follows

Sources of Data and Sample Size

The data required is identified in “Leader speak” column in the Business Today magazine. The Required number of Magazines collected from april-2013 to July 2014. This column read thoroughly to understand what the leaders have spoken and noted the contents in the master table namely Table.1. Based on the stories from the identified source 20 Leaders are identified and hence the sample size for the study is taken 20 Leaders.

Data Collection

From leaders speak 20 columns, the required data in terms of the Sector they represent, the level of experience, the source of inspiration, the source of bitter experience and so on collected to meet the objectives of the study

Data Classification & Tabulation

The Collected data from the master table is classified in terms of basic variables ie., the level of experience (<30 yrs and \geq 30 Yrs) , the management hierarchy namely

A1- Chairmen, President, Founder, Managing Director

A - Vice-Chairmen, Vice-President, Co-Founder, CEO

Accordingly the data is tabulated in bi-variate tables for further analysis

Research Hypothesis

The following Hypotheses are proposed for the research study

- There is no significant difference in the source of inspiration among different levels of experienced leaders

- There is no significant difference in the source of inspiration between manufacturing and service sectors leaders
- There is no significant difference in the source of inspiration between top level and second level leaders
- There is no significant difference in the source of bitter experience among different levels of experienced leaders
- There is no significant difference in the source of bitter experience between manufacturing and service sectors leaders
- There is no significant difference in the source of bitter experience between top level and second level leaders

Statistical Tools

To analyse the data percentages are used

Findings of the Study

The following are the findings of the research study:

The basic information requires for the study is presented in table 1. This table is the basis for the generation of subsequent tables

Table 1: Master Table Showing the Profile of Leaders of Business Note: S=Service M=Manufacturing

DESIGNATION	COMPANY	Sector	Experience	Disappointment	Gender	Inspired Within/Outside	Rolemodel
CEO,	Max Bupa	s	26	Professional	M	within the family	Family,Father
V P & Head of India	Nokia Solutions Network	m	21	Professional	M	Outside the family	J.R.D. Tata
MD,	Simbhaoli Sugars	m	10	Professional	F	within the family	Family,Father
MD,	Xerox India	m	24	Professional	M	within the family	Family,Father
National Managing Partner	Grant Thornton India LLP	s	23	Professional	M	Outside the family	David McDonnell,
<i>President & CEO</i>	<i>Canon India</i>	m	34	Personal-love	M	Learning Experience	Learning Experience
VC & MD	JK Lakshmi Cement	M	30	Sportive	F	within the family	Family,brother-in-law
Managing Director	Mytrah Energy	M	18	Personal -Sports	M	within the family	Family,Father
Chairman & President	Ingersoll Rand India	M	29	Professional	M	both	Family,Friends
CEO,	Uninor	S	24	Professional	M	Outside the family	Robert Menard
Co-founder & CEO,	Yatra.com	S	20	Personal- Sports	M	Learning Experience	Learning Experience
Managing Director	MapmyIndia	S	35	Personal- Studies	M	Outside the family	Dick Cornelison
MD & CEO,	Berger Paints India Ltd	M	10	Professional	M	within the family	Family,Uncle
Founder & Chairman,	Luminous Power Technologies	M	26	Professional	M	within the family	Family,Father
CEO,	KPMG India	S	30	Professional	M	Outside the family	Ratan TATA
Managing Director	Monster.com (India/M E/SEA)	S	24	Personal- Sports	M	within the family	Family,Father
MD,	Sapient India	S	20	Professional	M	Outside the family	Bhagat Singh
MD & CEO,	Metropolis Healthcare	S	12	Personal-Music	F	within the family	Family,Uncle
Co-founder & CEO,	NIIT	S	40	Professional	M	Outside the family	Rajendra Pawar
MD,	Su-Kam Power Systems	M	18	Personal-Business	M	Outside the family	C.K. Prahalad

In the table 2, the data related to the leader's experience and their inspiration source is presented.

Table 2: Experience Vs Inspiration Source

Exp	Inspiration		Total
	Within the Family	Outside the Family	
<30	10 (50)	5 (25)	15 (75)
≥30	2 (10)	3 (15)	5(25)
	12 (60)	8 (40)	20 (100)

Tables shown in parentheses are percentages

75% of the respondents fall in less than 30 yrs exp level and 25 % fall in greater than or equal 30 yrs exp level.

60 % of the leaders are inspired from within the family source and 40% are inspired from outside source.

Further, a majority that is 50% of the leaders are inspired from within the family role models.

This implies that most of the Indian business leaders have been successful due to inspiration from role models hail from their families.

In the table 3, the data related to the leader's Sectors and their inspiration source is presented.

Table 3: Sectors Vs Inspiration Source

Sectors	Inspiration		Total
	Within the Family	Outside the Family	
Manufacturing	8 (40)	2 (10)	10 (50)
Services	4 (20)	6 (30)	10 (50)
	12 (60)	8 (40)	20(100)

Tables shown in parentheses are percentages

50% of the respondents fall in manufacturing sector and 50% fall in service sector.

60 % of the leaders are inspired from within the family source and 40% are inspired from outside source.

Further, a majority that is 40% of the leaders are inspired from within the family role models.

This implies that most of the Indian business leaders have been successful due to inspiration from role models hail from their families.

In the table 4, the data related to the leader's Designation and their inspiration source is presented.

Table 4: Designations Vs Inspiration Source

Designations	Inspiration		Total
	Within the Family	Outside the Family	
A1	11 (55)	5 (25)	16 (80)
A	1 (05)	3 (15)	4 (20)
	12 (60)	8 (40)	20 (100)

Tables shown in parentheses are percentages

Note: A1 Represents – Chairmen, President, Founder, Managing Director

A Represents – Vice-Chairmen, Vice-President, Co-Founder, CEO

80% of the respondents fall in A1 category of Designation and 20% fall in A category designation.

60 % of the leaders are inspired from within the family source and 40% are inspired from outside source.

Further, a majority that is 55% of the leaders are inspired from within the family role models.

This implies that most of the Indian business leaders have been successful due to inspiration from role models hail from their families.

In the table 5, the data related to the leader's experience and their Disappointment source is presented.

Table 5: Experience Vs Disappointment Source

Exp	Disappointment		Total
	Personal	Professional	
<30	5(25)	10(50)	15(75)
≥30	2(10)	3(15)	5(25)
	7(35)	13(65)	20(100)

Tables shown in parentheses are percentages

75% of the respondents fall in less than 30 yrs exp level and 25 % fall in greater than or equal 30 yrs exp level.

65 % of the leaders are disappointed from the Professional life and 35 % are disappointed from Personal life.

Further, a majority that is 65% of the leaders are disappointed from the Professional.

This implies that most of the Indian business leaders who are having <30 years of Experience, with a professional experience are much disappointed.

In the table 6, the data related to the leader's Sectors and their disappointment source is presented.

Table 6: Sectors Vs Disappointment Source

Sectors	Disappointment		Total
	Personal	Professional	
Manufacturing	3(15)	7(35)	10(50)
Services	4(20)	6(30)	10(50)
	7(35)	13(65)	20(100)

Tables shown in parentheses are percentages

50% of the respondents fall in manufacturing sector level and 50% fall in Service sector level.

65 % of the leaders are disappointed from the Professional life and 35 % are disappointed from Personal life.

Further, a majority that is 65% of the leaders are disappointed from the Professional.

This implies that most of the Indian business leaders who are from manufacturing and as well as from Service with a professional experience are much disappointed.

In the table 7, the data related to the leader's designations Vs disappointment source is presented.

Table 7: Designations Vs Disappointment Source

Designations	Disappointment		Total
	Personal	Professional	
A1	7(35)	9(45)	16(80)
A	0(0)	4(20)	4(20)
	7(35)	13(65)	20 (100)

Tables shown in parentheses are percentages

Note: A1 Represents – Chairmen, President, Founder, Managing Director

A Represents – Vice-Chairmen, Vice-President, Co-Founder, CEO

80% of the respondents fall in (A1) designation and 20% fall in (A) level.

65 % of the leaders are disappointed from the Professional life and 35 % are disappointed from Personal life.

Further, a majority that is 65% of the leaders are disappointed from the Professional life

This implies that most of the Indian business leaders who are from A1 and as well as from A Designation are much disappointed with their professional life.

Implication of the Study

The study reveals that majority of the leaders are inspired from with-in-the family role models irrespective of the level of their experience, sectors where they hail from and also whether they are at the top level or next-to-top level leaders in the business organizations

Further, the study reveals that majority of the leaders are disappointed from professional life irrespective of the level of their experience, sectors where they hail from and also whether they are at the top level or next-to-top level leaders in the business organizations.

This implies that Indian business leaders are more comfortable to learn from the with-in-the family role models and have been successful in their career and bitter experiences from their professional life also would have helped them in becoming success hence reached to the top level of the business houses.

CONCLUSIONS

The research paper provides a learning that even the top leaders of business houses have role models to manage them-selves and grow in career. Further the leaders have considered their bitter experiences to plan well and develop from self to lead the businesses successfully.

Scope for Further Research

The following are the areas identified for further research:

- The study can be enhanced by increasing the sample to make a depth of understanding of the leaders behaviour
- A personal interviews can also be conducted among small and medium enterprise leaders to study their role models and learning experiences
- A comparative study of the leaders' behaviours with respect to their learning between IT and Non IT industries

REFERENCES

1. <http://businesstoday.intoday.in/categorylist/42/1/leadership.html>
2. <http://www.management-today.org/>
3. <https://in.linkedin.com/>
4. <http://www.managementparadise.com/mba-management-articles/>
5. <https://www.google.co.in/>
6. Tichy, N., Devanna, M., A., *the Transformational Leader*, John Wiley and Sons, Inc., USA, 1986.
7. Jithin Mathew George & Dave Hinkes, *The Best Leadership Style for Self-Managed Teams*, *International Journal of Business and General Management (IJBGM)*, Volume 5, Issue 3, April-May 2016, pp. 1-16
8. Bennis, Warren G., T. Cummings and G. Spreitzer, Eds. *The Future of Leadership: Today's Top Leadership Thinkers Speak to Tomorrow's Leaders*. Hoboken: John Wiley and Sons, 2001.
9. Raga Mounika Devarapalli & Dave Hinkes, *Leadership Behavior and Motivation Theories in Practice*, *IMPACT: International Journal of Research in Business Management (IMPACT: IJRBM)*, Volume 4, Issue 4, April 2016, pp. 95-100
10. Barge, J. Kevin. *Leadership: Communication Skills for Organizations and Groups*. New York: St. Martin's Press, 1994.

