Research Article

Statistical Analysis of Leadership Styles and Their Impact on Hierarchical Effectiveness in Organizations

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ABSTRACT

This research investigates the optimistic role of leadership styles in enhancing employees' hierarchical effectiveness within organizations, analyzed through statistical methodologies. Leadership is a critical factor influencing both the achievement and frustration of employees while managing organizational dynamics. A survey-based approach was employed, collecting data from 350 employees (210 males and 140 females) via questionnaires. Statistical tools, including regression analysis and correlation studies, were used to examine the relationships between leadership styles and hierarchical effectiveness. The findings indicate that charismatic, bureaucratic, and transactional leadership styles are negatively associated with hierarchical effectiveness, while transformational, autocratic, and democratic approaches show a positive correlation. Leaders who adopt optimistic and supportive styles not only improve hierarchical dynamics but also foster an innovative, satisfying, and sustainable organizational environment. This study underscores the importance of applying statistical techniques to evaluate and optimize leadership strategies for enhanced organizational performance.

1. INTRODUCTION

Organizations in the world are based on their productions, and the effectiveness of the employees can enhance the productivity of organizations in a smooth functional way due to better guidance and leadership. The leader's role in a workplace is crucial for the creation of objectives, missions, assurances, and foundations for organizational objectives, as well as for the planning of methods, strategies, and techniques for effectively and efficiently achieving organizational goals [14]. First-line leadership is vital to achieving the mission and vision and adjusting to the changes in the outside environment [5]. Presently, a lot of organizations are disapproving of unscrupulous ways of behaving, high representative turnover, reduced financial performance, & different issues. A productive leader can contribute to increasing employees' effectiveness by utilizing the most of their team. They can task assignments to maximize each person's skills while offering direction and assistance. By assuring that workers have the tools they need to complete their tasks and by trying job success to worthwhile rewards, a leader may help the business accomplish its current goals more quickly. The essential mark of numerous associations is to accomplish their communicated targets; hence, there is a prerequisite for productive leaders to work with and convince the delegates [8]. The current review intends to investigate the relationship between employees' hierarchical effectiveness and the leadership Approach, this will also increase the well-being and motivation of employees [16]. The clarification it is due to the most rehearsed leadership styles all over the world, and assuming the new viewpoint through the study, it will further develop leadership Approaches for the development of the productivity of the company. The key objective of [1] in this assessment is "to direct the hopeful effect autocratic bureaucratic Approach, democratic Approach, value-based authority Approach, Transformational authority Approach, charismatic Approach, and transactional Approach upgrades the Various leveled viability of workers". The review speculation is communicated to characterize the effect of the leadership styles / Approaches on the Progressive viability of workers. Moreover, the inadequacy of a leader isn't just to find out the consequence of individual deficiencies however it is the capabilities that originate from the collective failure to organize extraordinary capabilities and commitments as teamwork. This highlights

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the imperative job that skilled leader plays in turning away group disappointments owing to execution slips. Within a surprisingly brief period, the leaders are being pushed into situations that are both perplexing and ceaselessly evolving. In such high-speed conditions, the job of leaders turns out to be considerably more basic, entrusted with setting clear goals and giving the structure to accomplishing the organizational performance and common goal. Thus, the decision of the leader can enhance the paramount objective with the output of employees [1].

2.   RESEARCH OBJECTIVE

The current study aims to find out, the role of various leadership styles contributes to enhancing the hierarchical effectiveness of employees within an organizational structure. The research study will examine the connection between leadership styles i.e. Transformational, transactional, autocratic, charismatic, bureaucratic, and democratic are the 06 main leadership styles and their impact on employee motivation, productivity, job satisfaction, and overall effectiveness within their hierarchical roles. It will also to understand how optimistic leadership approaches can foster a positive work environment, enhance communication, and promote cooperative efforts across diverse organizational levels while improving overall organizational performance.

3.   LITERATURE REVIEW

Earlier, the leaders were not given authority; however, currently, leadership is the only technique to get a better position in the state/organization. Leaders inside hierarchical backgrounds assume a crucial part in molding a representative way of behaving, authoritative culture, and by and large viability. Different leadership Approaches have been concentrated widely to figure out their effect on worker execution, fulfillment, and hierarchical achievement. This writing audit expects to investigate the hopeful effect of authority approaches on various levels of viability of workers inside associations. Leadership Approach is regarded as a mixture of different features, qualities, and approaches to acting that are being used by leaders to speak with subordinates. Supervision is an example of the administrative way of behaving that expects to join individual or hierarchical interests and impacts to achieve explicit objectives. [5] in like manner conjectured that Leader-ship Approach can be portrayed as the relationship used by an individual/people to collaborate for a common goal/objective. According to the introduction of the day Leadership approaches, it tends to be requested as discussed 06 leadership approaches. So, these Leadership styles/approaches significantly influence the hierarchical effectiveness of employees which is the H1 of the study (H-1).

3.1   **Transformational Leadership and Hierarchical effectiveness of employees.** The leadership approach has a great impact on the progressive capability of representatives/employees. This approach affects the life Approach of the organization which, accordingly, impacts the real demonstration. Earlier, [6] also worked on the leadership effectiveness which was relating transformational leadership with the effectiveness of employees, it research demonstrated the fact that the hieratical culture and effectiveness are related to the kind of Leadership Approach which is very essential for the transformational leaders to imply for the employees effectiveness. Moreover, the Transfor-mational-leader-ship Approach is based on encouraging the enthusiasts and considering their prerequisites. Supervisors who emphasize Leadership place a particular emphasis on enhancing the representatives' morals, abilities, and level of inspiration, as well as their overall worth arrangement. The Transfor-mational-leader-ship is probably a serious solid area between the followers and Leaders to cultivate clear perception related to the persuasive level, values, and interests. Transfor-mational-leader-ship, as per [7], epitomizes prevalent administration execution. This approach motivates their staff individuals to think past their responsibility which is also a quality of effectiveness and enhances productivity (H2: The Optimistic leadership significantly enhances hierarchical effectiveness compared to other leadership styles). The Transfor-mational-leader-ship, is feasible by some reasons for example, the leaders are attractive regarding encouraging the delegates, it can meet the rational state of the laborers or they can strengthen the delegates logically [7]. The concentration likewise tracked down a positive relationship between the various leveled viability of representatives and Transfor-mational-leader-ship. It was communicated that show is the capacity of capacities, limits, data, and motivation which is composed towards a suggested lead. Transfor-mational-leader-ship adds to the general improvement of representatives and adherents. Transformational leaders have a self-defining and sustaining relationship with a single person/group and celebrated / directed the allure of Leadership convincing the disciples to connect with the trailblazer [6]. Transfor-mational-leader-ship 's individualized relationship creates a happy environment for the representatives, elevating their overall presentation to new heights. Thus, it could be said that Transfor-mational-leadership and the progressive viability of workers are determinedly related. As indicated by [13], Transfor-mational-leader-ship essentially affects the various leveled viability of workers. For the positive output, the trust of the employees to be enhanced due to which the hieratical effectiveness will push the interest of the employees. The transformational leadership also give

chances to the employee to boost their motivation level which enhances productivity of the organization (H3: Optimistic leadership positively influences employee trust and empowerment, which in turn improves hierarchical effectiveness).

3.2 **Charismatic Leadership Approach & Hierarchical Effectiveness of Employees.** Charismatic leadership is seen as one of the most incredible Initiative Approaches [1], where the charming pioneers inspire imagination, and the lovers are drawn closer to follow and execute the vision. Workers believe this style to be persuasive because they support advancement and imagination, while implying the demographics moderation inside organization (**H4: Organizational culture and employee demographics moderate the relationship between leadership styles and hierarchical effectiveness**). Some researchers criticize the charismatic leadership approach; however, their concept was related to their issues, However, workers over the long haul are being handled by charismatic leadership [12]. Similarly, [9] drove a quantitative examination which representatives of 20 banks in Nigeria in a survey review. Their examination proposed that charismatic leadership and the Hierarchical effectiveness of employees have a negative relationship which was implemented only in banking sector, where the workers / employees are comparatively works over a desk, there is no requirement of hardwork with machines etc. He pointed out that, It doesn't transfer and prompts the authorities to recover the usual displays [9].

3.3 **Transactional-leader-ship Approach & Hierarchical effectiveness of employees.** A transactional leader is constantly prepared to offer something, such as cooperation [10]. It will integrate diverse things i.e. progression, pay increments, finishing reviews, original commitments, etc, which plays a vital role in the motivation of the employees which increases the productivity of the organization [16] (**H3: Optimistic leadership positively influences employee trust and empowerment, which in turn improves hierarchical effectiveness**). [9] define transactional-leader-ship as the interchange of objectives is the rewards between management and workers. the transactional pioneer Approach emphatically works on the different evened-out sufficiency of laborers. This approach helps in making/supporting the situation in which the commanding and human limits are upgraded. This approach especially is spreading out a climate that is perfect for execution. Furthermore, it conveys a convincing vision to increase productivity. As per the study focus by [6], Transactional pioneers did not find the impact of the employee's performance but the motivated them for the work. Transactional leaders depend on a progressive construction, an organized climate where the leaders have extreme power over direction (and this stepping stools up through the organization). The leaders appoint assignments and obligations to employees and anticipates that they should see everything through to completion. Transactional leaders frequently reward a singular representative's exhibition. Every worker has relegated short- and haul objectives and a severe timetable to achieve their undertakings.

3.4 **Democratic-leadership & Hierarchical effectiveness of employees.** Democratic leadership is also called "shared leadership" or "participative leadership," it urges workers to take part by imparting their insights. These leaders give chances to employees and subordinates for discussion/suggestions regarding the objectives of the organization. They assess to share their demonstration and persuade to develop their ideology for the accomplishment of company goal (**H1: Leadership styles/approaches significantly influence the hierarchical effectiveness of employees**). Tannenbaum and Schmidt have portrayed a Democratic-leadership as a leadership that is regionalized and shared by dependents/councils. In the Democratic leadership Approach, the latent for frail performance and the depressed course is extraordinary. Notori ety Organizations are also known to stir the authorities for better performance. One more monster issue associated with this leadership Approach is the suspicion that everybody alludes to the indistinguishable stake during decision-making with a common degree [11]. [3] has explored the greater part of rule pioneer improves/overhauls the Dynamic practicality of laborers. The notoriety-based drive permits the representatives to settle on choices allowing them to the social event. This approach respects and gives fairness & a feeling of obligation besides evolving the trained professionals. [15] has taken a gander at what an association's prosperity is meant for by Fair Pioneer Transport. According to their disclosures, Majority rule pioneer transport passionately influences the demonstration of the relationship as it gives potential doorways to the representatives to confer and execute their imaginative contemplations and partake in the one-of-a-kind cycle. Likewise, this Approach of power helps the relationship for a long time and prepares future trailblazers. popularity-based creator emphasizes group conversation and investment and, subsequently, emphatically affect the presentation of supporters. Resultantly, organizational efficiency and performance can be improved by employing the democratic leadership Approach. As a result, vote-based leadership probably has a significant impact on the hierarchical presentation.

3.5 **Autocratic Leadership & Hierarchical Effectiveness of Employees.** The Approach of autocratic leaders is conventional and controlling. Autocratic leaders expect their subordinates to abide by their directives. Autocratic pioneers frequently carry the freedom to make decisions. The authoritative leaders urge their followers to execute associations and agendas in a confined manner (**H3**: **Optimistic leadership positively influences employee trust and**

empowerment, which in turn improves hierarchical effectiveness). A concentrate to take a gander at what leadership approaches mean for how well an association does. The survey communicated that an imperious organization is usually entitled to the autocratic Approach. The absolutist supervisors and autocratic leaders are less imaginative and just develop disproportionate conversations. It truly influences the motivation and serenity level of the workforce/employees. Nonetheless, it is realized that autocratic leadership works for the time being. Socialization and correspondence in the working environment, which are fundamental for productivity, are prevented via autocratic leaders. The Autocratic Initiative in like manner encourages several conflicts that aggressively influence the complete display. As indicated by [15], the autocratic-leader-ship Approach improves/upgrades the Progressive viability of representatives. This approach is suitable when the exercises are to be completed within given limits, like manner focused on the effect of autocratic leaders on the presentation of affiliations [15]. The maker communicated that a domineering trailblazer is an individual who selects the activities, techniques, and plans for the experts and guesses that the delegates ought to follow something practically the same. Besides, such leaders have relatively little trust in their aficionados.

3.6 **Bureaucratic leader-ship Approach and Hierarchical effectiveness of employees.** Bureaucratic-leadership is an administration Approach that follows a progressive design. Decision-making follows a reasonable hierarchy of leadership given laid-out rules and guidelines. This administration elevates productive frameworks because of explained assumptions, jobs, and obligations. This initiative is an approach that underscores design, lucidity, and consistency. Bureaucratic leaders affect subordinates to follow the courses of action and activities arranged. The pioneers were unwaveringly devoted to the sequences and systems, but not to their relatives. Due to this, they appear to be segregated. This procedure isn't particularly suitable due to its immediate development and motivation of the laborers. These trailblazers are based on their endeavors being done in an organized manner. [9] moreover communicated that Bureaucratic leaders critically affect the progressive viability of workers. They say that Bureaucratic leaders don't get their representatives to work in the manner they expect, which can improve/upgrade the various leveled adequacy of representatives [9]. [17] moreover presented similar consequences which joined that the Bureaucratic leader's Approach doesn't affect the mediator as well as progressive show on a very basic level. This methodology is helpful when the endeavors are to be done in a more drawn-out time following a referred to the framework [17].

3.7 **Hierarchical effectiveness of employees.** Employee performance is categorized as how well a different performs the work requirements and responsibilities. Several organizations manage a survey of the workers/representatives so, it is displayed on a yearly or quarterly premise to characterize specific areas which are to be improved and to energize further progress in areas that are meeting or surpassing expectations. The phenomenon of employees' hierarchical effectiveness is detailed and complex in the business association, assessed against anticipated results, targets, and objectives. The Advanced viability of workers incorporates 03 regions linked with the association - money-related implementation (advantage from hypotheses, benefits, etc.), economic sponsor return (monetary worth added, full scale the economic sponsor, etc.) moreover, the item/association marketplace execution [4].

4. RESEARCH GAP

Scholar of management and leadership study scrutinizes their feedback in the various research gaps. In spite of the wide literature on leadership styles and employee performance, a lack of exhaustive studies specifically focusing on the optimistic role of leadership in enhancing the hierarchical effectiveness of employees has been found. Several research studies tend to concentrate on leadership styles and their impact on individual employee performance rather than the broader context of hierarchical relationships and organizational structures. Positive leadership approaches such as transformational leadership have been widely explored, but there is limited research study, on how optimistic leadership orientation across various styles can systematically improve the dynamics within organizational hierarchies, particularly in terms of inter-level cooperation, communication, and empowerment. Thus, the research study will bridge the gap by exploring the impact of leadership optimism and styles on enhancing the hierarchical effectiveness of employees.

5. RESEARCH PROBLEM

The research focus begins with the issues; the fundamental defense behind the study is to help with contrasting a thought into broad assessment occupations. A number of organizations don't have any idea why the efficiency of the organization is affected by the productivity of their labor force. Because of the absence of administration choice, the exhibition of the workers isn't up to the standards. In this study, we will find out how the hopeful effect of leadership approaches improves the effectiveness of employees while working inside organizations. The research aims to resolve the gap in understanding the role of optimistic leadership styles in improving hierarchical effectiveness and to explore whether an optimistic leadership approach can foster better communication, trust, and collaboration between different hierarchical levels,

leading to improved overall organizational performance and employee effectiveness. So, the statement of the problem is: "**The optimistic role of leadership styles/approaches enhance the Hierarchical effectiveness of employees within the organizations** what are the factors contributing to this

6. RESEARCH FRAMEWORK

The framework for the research topic "The optimistic role of leadership styles enhances the hierarchical effectiveness of employees" as shown in **Figure-1**, aims to find out how various leadership styles optimistically influence the effectiveness of employees within organizational hierarchies. So, the research framework comprises significant variables, make a relationship along with diagram/model as appended below:

Figure-1
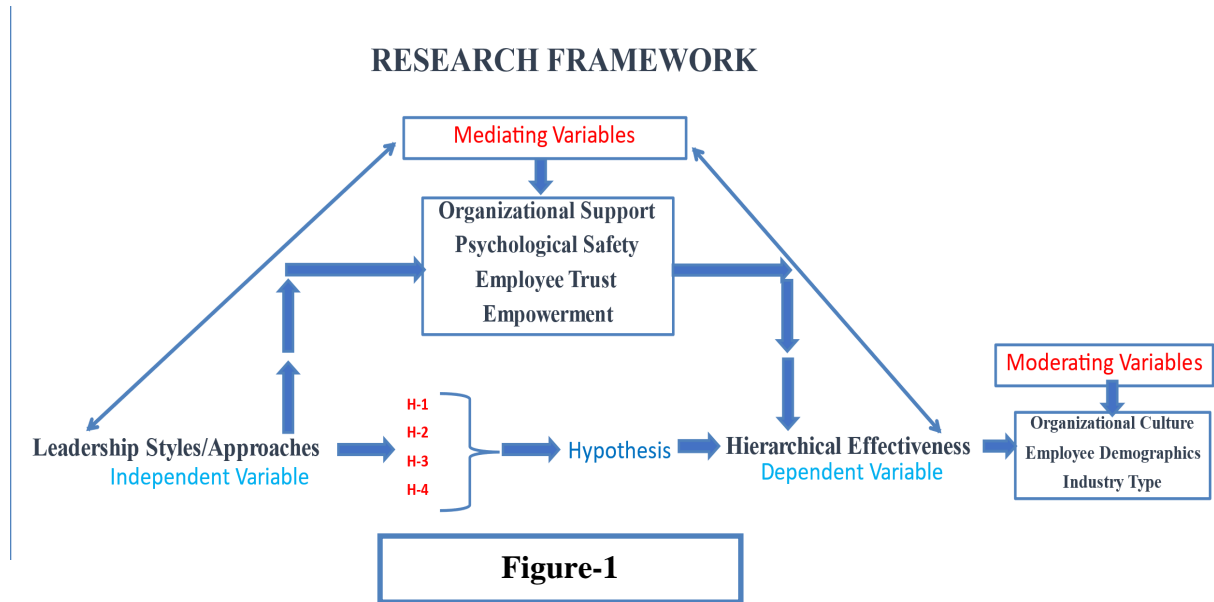
Leadership Styles/Approaches (Independent Variable). Leadership styles is the independent variable in this research study.

Hierarchical Effectiveness (Dependent Variable). The dependent variable is the Hierarchical effectiveness of employees at various organizational levels, influenced by leadership styles i.e. Communication, Motivation and Engagement, Teamwork and Collaboration, Job Satisfaction, and Employee Performance

Mediating Variables. Some variables affect hierarchical effectiveness which is said to be mediating variables i.e. Employee Trust, Empowerment, Psychological Safety, and Perceived Organizational Support.

Moderating Variables. Organizational Culture: Several variables moderate the relationship between leadership style and hierarchical effectiveness i.e. Organizational Culture, Employee Demographics, and Industry Type.

6.1.   **The Research Hypotheses.** The research hypothesis is based on the framework of the research. In this study, the appended below-stated hypotheses are proposed to test the relationships between leadership styles, leadership optimism, and hierarchical effectiveness in organizations. So, the main H1 & H2 are most important and correlate with each other. The whole study is based on this hypothesis and 02 variables.

H1: **The Leadership styles/approaches significantly influence the hierarchical effectiveness of employees.** In this hypothesis, the various leadership styles have a direct impact on various dimensions of the hierarchical effectiveness of employees, including communication, collaboration, employee performance, and job satisfaction.

H2: **The Optimistic leadership significantly enhances hierarchical effectiveness compared to other leadership styles.** In this hypothesis no variable has been changed, however, it suggests that optimistic

leadership (characterized by a positive outlook, encouragement, and support) will have a stronger positive impact on hierarchical effectiveness than other leadership styles (transformational, transactional, or laissez-faire).

H3: **Optimistic leadership positively influences employee trust and empowerment, which in turn improves hierarchical effectiveness.** It explores the mediating role of employee trust and empowerment, suggesting that optimistic leadership fosters higher trust and greater empowerment among employees and improve the effectiveness within the organization hierarchy.

H4: **Organizational culture and employee demographics moderate the relationship between leadership styles and hierarchical effectiveness.** The Hypothesis will prove that organizational culture and employee demographics i.e. age, tenure, and role within the hierarchy moderate the relationship between leadership styles and the hierarchical effectiveness of employees inside organizations.

The above-stated hypotheses of the mentioned study are complex, however, there are 02 variables held in this study, which directly co-relating the Leadership approaches and the Hierarchical effectiveness of Employees, Leadership approaches are dependent variables and the effectiveness of employees is the independent variable. The leadership Approaches of managers directly enhance the effectiveness of employees which leads to the efficiency and productivity of an organization; the association will lead skillfully if the employee's output is up to the standard. The leadership Approaches are the only way to enhance the effectiveness of employees.

6.2 Methodology. To address the assessment question, a quantitative strategy has been utilized in this review. There are 3 kinds of assessment approaches explicitly; subjective, quantitative, and mixed/blended approach [2]. When the target of the review is to find the relationship among factors, the quantitative system is normally utilized. This study involves quantitative philosophy as the objective is to conclude the association between the dependent variable Hierarchical effectiveness of employees and the independent variable Leader-ship approaches.

6.3 Sampling and Data Collection. The survey was organized on representatives of 20 casually assigned organizations including Govt and private sectors, where 350 employees were given questionnaires and asked questions and interviewed and a comprehensive questionnaire was handed over to these employees/respondents. Subsequently, the data was collected during the study, these processes take several days. The 350 employees consisted 210 males and 140 females. The age range of the respondents/employees was from 25 to 60. The questions were asked regarding the following relationships: -

Leadership Styles Vs Hierarchical Effectiveness: Do the various leadership styles influence hierarchical effectiveness via several factors i.e. communication, collaboration, job satisfaction, and overall employee performance?

Leadership Optimism Vs Hierarchical Effectiveness: Does Optimistic leadership positively correlate with hierarchical effectiveness by enhancing motivation, trust, and collaboration in the organizations?

Leadership Styles Vs Employee Trust/Empowerment → Hierarchical Effectiveness: Does the Optimistic leadership style expect to initiate higher trust, empowerment, and psychological safety, leading to greater hierarchical effectiveness?

Moderating Variables Vs Strength of Relationships: Are Organizational culture, employee demographics, and industry type expected to influence the strength of the relationship between optimistic leadership styles and hierarchical effectiveness?

The information was assembled from the review questionnaire and interviews. Altogether the fundamental approvals were taken during the research information assortment. Consequently, the questions containing the expected information were distributed among the concern workers/respondents. Using a five-point Likert scale, the frequency evaluation of the respondent's data was divided into five levels: "**Strongly Agreed**," " **agreed**," "**Not agreed**," "**Strongly not agreed**," and "**neutral /** not in favor of the statement/questions were also educated regarding all the styles/approaches of leadership due to which they were also given a chance to write separately on the own choice of the leadership Approaches". In the study shown as **Figure-2** stated below, age group respondents participated in the research study.
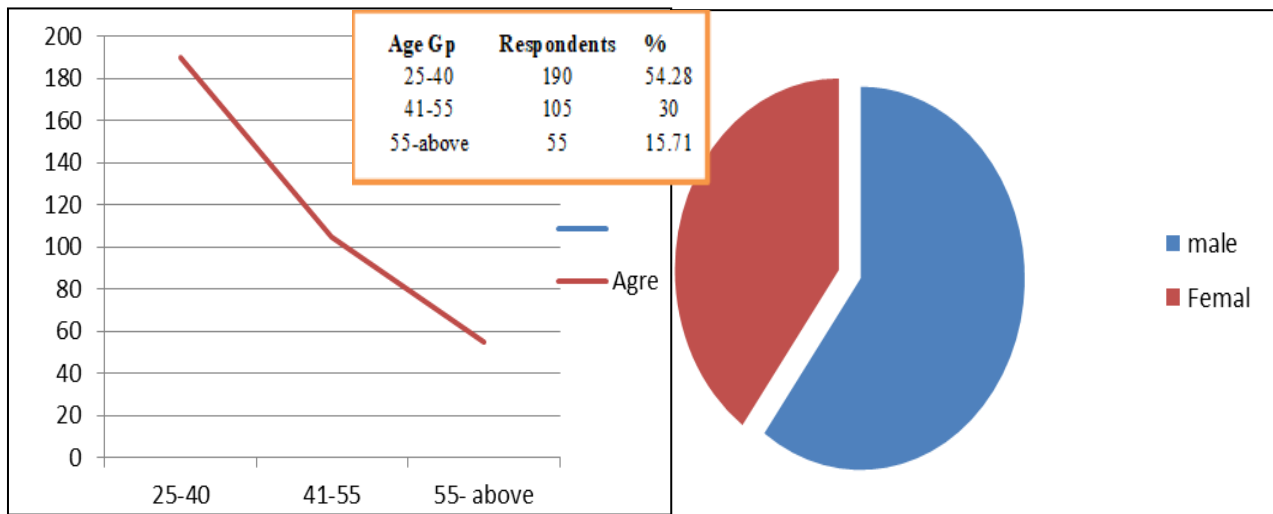
Age Gp	Respondents	%
25-40	190	54.28
41-55	105	30
55-above	55	15.71

Figure-2

7. DATA ANALYSIS

The data regarding the statement was collected from the respondents, due to which maximum people **agreed / strongly agreed**, however, little was against the statement. Furthermore, Cronbach's Alpha reliability coefficient was used to measure the data's reliability. The Cronbach's alpha coefficient values for charismatic leader-ship, bureaucratic leader-ship, Transfor-mational-leader-ship, transactional-leader-ship, democratic-leader-ship, and autocratic-leader-ship were viewed as **0.813, 0.780, 0.087, 0.790, 0.753, and 0.650** separately. The Hierarchical effectiveness of the employee's scale was used to measure how the leadership Approach affected their performance. The scale associates the Hierarchical effectiveness of employees of the banks with their competitors. The reliability and rationality of the gauge was checkered exploiting the item investigation furthermore, it yielded a steadfast quality **alpha worth of 0.76,** which is considered truly strong.

7.1. Results and Discussion. This piece of the review has portrayed the critical discoveries that were gained from the secondary research. The outcomes show that there is both a positive and a negative relationship between the picked parts of the leadership and the Hierarchical effectiveness of employees in organizations. Transactional, charismatic, and bureaucratic leadership were found to be negatively correlated with employee hierarchical effectiveness (r= **-0.1740, -0.4320, -0.2920; P 0.0010**), respectively. This demonstrates (Shown as **Figure-3** in Graphical Presentation) that these leadership Approaches do not result in increased employee turnover or improved employee performance. Although charismatic and bureaucratic leadership approaches are compelling for a present moment or little undertakings, they are not helpful for long-haul possibilities since they don't prompt worker advancement and don't draw out the normal exhibitions from representatives. In any case, Democratic-leader-ship, Transfor-mational-leader-ship, and autocratic-leader-ship Approaches have a positive relationship with the Hierarchical effectiveness of employees with (**r = 0.1560, 0.2650, 0.0640; P < 0.0010**) separately. This shows that 03 Approaches of power induce the delegates to perform well and as per the level of presumptions. Associations should advance these leadership Approaches.
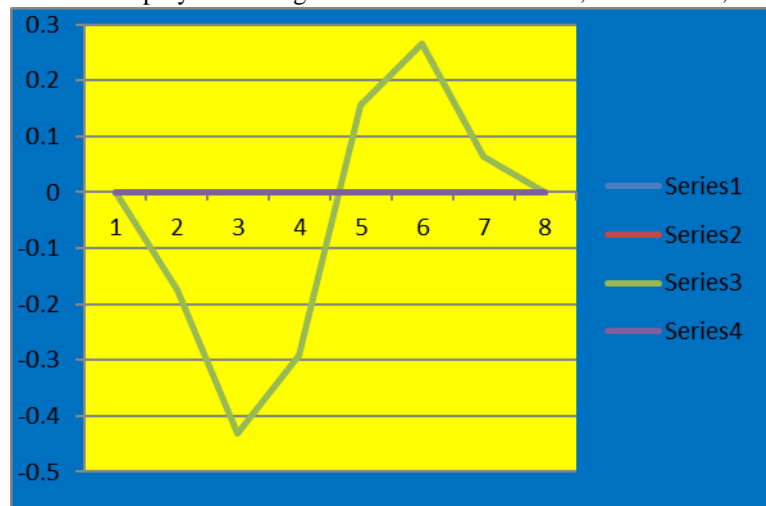

Figure-3

The results show that Transfor-mational-leader-ship, transactional-leader-ship, democratic-leader-ship, and autocratic-leader-ship approaches expected the Different evened-out suitability of delegates with Manner (**F (5, 42) = 2.542; R2 = 0.2520; P <0.0500**). The charismatic-leader-ship (**β = - 0.3540; t = - 2.432; P< 0.050**), transactional-leader-ship (**β= - 0.0760; t = -0.272; P>0.0500**) and charismatic-leader-ship (**β = - 0.4530; t = -2.143; P < 0.050**) have a negative effect on Hierarchical effectiveness of employees. The Transfor-mational-leader-ship Approach (**β = 0.0320; t= 0.276; P**), and democratic-leader-ship Approach (**β = 0.0030; t= 0.090; P< 0.050**) were free marks of different evened out the sufficiency of delegates. The results show that the Dynamic practicality of agents is affected by the charismatic-leader-ship Approach. Democratic-leader-ship, Transfor-mational-leader-ship, and autocratic-leader-ship Approaches were found to have a positive correlation with the hierarchical effectiveness of employees. It was found that the other three initiative approaches democratic, Transformational, and autocratic have a positive relationship with hierarchical effectiveness employees.

The results show that the leadership styles / Approaches that were revealed were effective at defining employees' hierarchical effectiveness in organizations. As a result, the hypothesis H1 & H2 was proven to be true. The discoveries of this review are in mark with prior research tests [18]. As per the writing survey, Transfor-mational-leader-ship has helped with making an efficient strategy to give opportunities to the Hierarchical effectiveness of employees. The democratic leadership gives opportunities to representatives to find support in upgrading their creative minds and thinking abilities. Thus, in the autocratic leadership, Approach, the workers are to adhere to the directions of the pioneer and keep his guidelines for the improvement of the association's adequacy/execution of representatives. The charismatic-leader-ship and bureaucratic leadership approaches, two have a negative relationship with the Hierarchical effectiveness of employees as indicated by the writing survey. Contrary to the findings of the study, the literature review suggests that transactional leadership also improves employees' hierarchical effectiveness. The Optimistic leadership styles also initiate higher trust, empowerment, and psychological safety, leading to greater hierarchical effectiveness because the motivation and well-being of the employees are enhanced which leads to the effectiveness of the employees in the organization. Furthermore, when the Organizational culture, employee demographics, and industry type also influence the strength of the relationship between optimistic leadership styles and hierarchical effectiveness. As the employee is not suitable for the job and also belongs to an area that cannot permit him, therefore, he will not produce such effectiveness. Thus, the mediating and moderating variables are also impacting employee effectiveness [19].

8. FINDINGS OF THE STUDY

Effective leadership is fundamental for encouraging progressiveness adequacy inside associations. Transformational, transactional, worker, and true authority Approaches have all been displayed to decidedly influence representative perspectives, ways of behaving, and leadership results. By imparting good faith, enabling representatives, and establishing a steady workplace, pioneers can upgrade various leveled viability and add to hierarchical achievement. Further exploration investigating the interaction between various leadership Approaches and their particular effects on progressive adequacy would give significant bits of knowledge to hierarchical leaders and professionals.

9. CONCLUSION

This study has focused on the optimistic role of leadership styles which enhance the Hierarchical effectiveness of employees while working inside organizations. The data of employees/respondents were scrutinized in which majority of the respondents agreed with the statements, as asked regarding the literature relevant to this research study. So, the results derived from the both respondents and literature review studies. The accentuation was on only 06 kinds of leadership approaches Transformational, transactional, democratic, charismatic, bureaucratic, and autocratic. Regardless of this, the Transformational, autocratic, and democratic leadership Approaches were shown a positive role in the Hierarchical effectiveness of employees, while, the transactional, charismatic, and bureaucratic leadership approaches demonstrated adverse/negative consequences on the Hierarchical effectiveness of employees in the few associations selected for the examination. Employee hierarchical effectiveness is linked to the leadership Approach and has both positive and negative effects on performance and effectiveness, according to this study. It is significant for the leadership Approach to propose opportunities to representatives, and recommend a feeling of having a place alongside allowing them to participate in the dynamic course of an association. To improve employees' hierarchical effectiveness, it is recommended that organizations emphasize on employing Transformational and democratic-leader-ship approaches within the organization. This review has given profound experiences of the effect of leadership approaches on the enhances the Hierarchical effectiveness of employees. It, in any case, has a couple of limitations, for instance, that vitally quantitative data has been used. The research study's scope and significance have been significantly reduced as a result of this. Accordingly, the

connection between the leadership Approach and the Hierarchical effectiveness of employees ought to be resolved by involving significant and subjective examination strategies in ongoing investigations/research studies.

10. FUTURE RESEARCH RECOMMENDATION

The following future research recommendation has been found based on findings and insights from this study *"The optimistic role of leadership styles enhances the hierarchical effectiveness of employees"*.

Exploration of Diverse Leadership Styles. It could examine the additional leadership styles beyond the scope of this research study, like transformational, domestic, and ethical leadership, to evaluate their optimistic influence on hierarchical effectiveness.

Cross-Cultural Comparison. The topic *The optimistic role of leadership styles enhances the hierarchical effectiveness of employees* may also be studied in different cultural and regional locations which can provide a deeper understanding on the topic in specific area.

Longitudinal Studies. The role of optimistic leadership styles affects hierarchical effectiveness over time explored in Long-term studies on how it should be consistently implemented in potential changes in employee motivation, job satisfaction, and performance.

Role of Mediating and Moderating Variables. Employee morale, organizational culture, or psychological safety, and moderating factors like organizational size, structure, or technological adoption, could also be explored for Future research as mediating factors to understand their influence on the relationship between leadership styles and hierarchical effectiveness.

Integration of Technology and Leadership. In future research, it is suggested to work on emerging technologies, such as AI-driven leadership tools and virtual management systems, that can support or enhance optimistic leadership styles in enhancing hierarchical effectiveness.

Gender and Leadership Effectiveness. The influence of gender differences (male and female) in leadership styles on hierarchical effectiveness, particularly focusing on how optimism manifests in leadership behaviors is also suggested for a future research study.

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