



Preferred Leadership Traits by Employees: A case study in Telecommunication Organization

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ABSTRACT

Leaders affect employees' performance in the organization by their leadership style, which is dependent to the degree of favor by their followers. It is vital for the organization to identify the most effective leadership styles which will boost performance in the organization. This research studied the type of leadership trait most preferred in the telecommunication sector. This qualitative study used the Full Range Leadership Model to identify and suggest the preferred traits of a leader. The sampling method used was purposive. Interview guides were used as the research tool. A total of six (6) informants were interviewed. The results showed transformational leadership style is the most preferred by all the informants as the employees found that the traits of the transformational leader bring more positive impacts on their work performance.

Keywords: Leadership traits; Transformational leadership; Telecommunication sector; Full-range Leadership Model; Employees performance.

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INTRODUCTION

The function of organizational leadership is critical in generating vision, mission, determination, and setting goals to efficiently attain the organization's goals (Xu & Wang,

2008). Mintzberg (2010) pointed out that the key to trust from regard to others is leadership. Employee acts as a significant personality within the organisation to guarantee that the organisation remains productive. Without a worker to carry out the assignment, there is no place within the organisation as a leader. This is why the leaders must show that they can be role models for their supporters. This will enhance employee motivation on the job (Olawuyi & Shakur, 2017).

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