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## **Leadership in human resources management system**

The problems of leadership and its effective use in the management of special attention. The traditional view of men leaders usually involves the image of the head - that person is officially endowed with authority. In real life, leadership needs to stand out above all the readiness and help others to achieve goals. However, any action in team participation requires not only a leader, but other people as well, leader will not move forward if no one will follow him. Ability to lead people makes a great leader, making it a leader. However, the leader is only part of a team that is moving purposefully to strategic goal of the company, so the ability to achieve this goal are not alone, but as a team, making the head - leader special.

Leadership styles are not something to be tried on like so many suits, to see which fits. Rather, they should be adapted to the particular demands of the situation, the particular requirements of the people involved and the particular challenges facing the organization.

Leadership - a person's ability to influence the activities of the group, to interact with all of its members and lead her to achieve the objective.

The characteristics leadership include:

Motivation: socially oriented vs. personally oriented.

Behaviour: communion vs. agency.

Goal: seeking unity and certainty vs. seeking challenge and creation.

Benefit: building respect vs. looking for personal freedom.

Principle: truthfulness vs. genuineness.

Inclination: towards choice vs. towards contrast.

Truth: objective vs. rules.

Responsibility: security vs. freedom.

We can describe six different styles of leadership. The most effective leaders can move among these styles, adopting the one that meets the needs of the moment.

Democratic. This style draws on people's knowledge and skills, and creates a group commitment to the resulting goals. It works best when the direction the organization should take is unclear, and the leader needs to tap the collective wisdom of the group. This consensus-building approach can be disastrous in times of crisis, when urgent events demand quick decisions.

Commanding. This is classic model of "military" style leadership – probably the most often used, but the least often effective. Because it rarely involves praise and frequently employs criticism, it undercuts morale and job satisfaction. It is only effective in a crisis, when an urgent turnaround is needed. Even the modern military has come to recognize its limited usefulness.

Visionary. This style is most appropriate when an organization needs a new direction. Its goal is to move people towards a new set of shared dreams. This one-on-one style focuses on developing individuals, showing them how to improve their performance, and helping to connect their goals to the goals of the organization.

Affiliative. This style emphasizes the importance of team work, and creates harmony in a group by connecting people to each other. This approach is particularly valuable "when trying to heighten team harmony, increase morale, improve communication or repair broken trust in an organization."

Pacesetting. In this style, the leader sets high standards for performance. He or she is "obsessive about doing things better and faster, and asks the same of everyone."

The most far-reaching and diverse is the definition of leadership as the ability to influence others. For such effects typical four features.

1. It is essential that the impact was permanent.
2. Governing action leaders must apply to the entire group (organization).

3. Leader distinguishes explicit priority in impact.
4. Effect of leader, especially institutional, not based on the direct use of force and the authority or at least acknowledging the leadership, that is, it must have legitimacy.

Thus, leadership can be defined as based on the authority and rank priority ongoing impact of one person or a few individuals to the whole group or organization.

So, leadership - it is hard work, so the leader must possess endurance significantly above average, the leader must have goals and inspire others on their achievement, good leaders often are "obsessed with power." We can say that a major emphasis in management is to create effective leaders. Their personal life and career are closely related. Their talent, skills, perceptions are new to them, and do not rule over them. Using their leaders realize their true calling, they act in accordance with its vision of excellence, demonstrating a unity of purpose and irrepressible energy. Usually necessary that leaders sympathized with subordinates if they want to influence them, and they must be credible. Employees of the company want the leader was a man of strong, they must be sure that the company and they are in good hands. Leaders must respond quickly to changes in both external and in the internal environment.

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