



LEADERSHIP STYLES IN INDUSTRIAL ENTERPRISES AND THEIR IMPACT ON EMPLOYEE PRODUCTIVITY

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Annotation. *This article is devoted to the study of the impact of leadership styles on employee productivity in industrial enterprises. The article analyzes the different districts of leadership styles, including authoritarian, democratic, and laissez-faire styles. It is shown how each style affects employee motivation, attitude to work and overall efficiency. The article also provides practical recommendations on how to effectively apply leadership styles in modern industrial settings. The importance of employee interaction, teamwork, and social responsibility is also discussed. As a result, the article will help determine the role of leaders in industrial enterprises and strategies in improving efficiency, which will have a positive effect on the overall success of the enterprise.*

Keywords: *strategic planning, authoritarian leadership style, democratic leadership style, laissez-faire leadership style, employee motivation, efficiency.*

Introduction. Leadership styles are essential to the success of any organization. They affect employee motivation, attitude to work, and overall efficiency. **Authoritarian leadership style.** Authoritarian leadership style means that the leader makes all decisions himself and requires employees to strictly follow the guidelines. In this style, the leader keeps his position under strong control and does not take into account the opinions of team members in most cases. Authoritarian style can negatively affect employee motivation. In such an environment, employees do



not feel free to express their opinions, which reduces their attitude to work [1]. Employees are often forced to obey the executive's demands, which limits creativity and initiative.

An authoritarian style can be effective in some cases when it is necessary to make a quick decision. However, in the long run, this style can reduce employee participation and reduce the overall effectiveness of the team. As a result of employees feeling worthless, their interest in work decreases.

Democratic leadership style. The Democratic leadership style is based on interactions between the leader and the staff. In this style, the leader takes into account the opinions of team members in the decision-making process and allows them to express their opinions. The democratic style increases employee motivation as they have the opportunity to share their thoughts and ideas. This, in turn, changes the attitude towards work in a positive way [2]. Employees feel like they are part of the team, and this increases their interest in work.

The Democratic leadership style increases the overall effectiveness of the team as employees become more involved and show creativity when they share their opinions. By taking into account the opinions of team members, leaders can make better decisions.

Laissez-faire leadership style. The laissez-faire leadership style means that the leader gives the staff a great deal of freedom. In this style, executives often give employees freedom to define how they do their work, but they exist to help when necessary. The Laissez-faire style allows employees to show their creativity, which can increase their motivation. However, this situation can lead to uncertainty and chaos if the leader does not provide adequate guidance to the staff.

Comparison of leadership styles

| Leadership style | Motivation | Attitude to work | Efficiency |
|------------------|------------|------------------|------------------------------|
| Authoritarian | Declines | Negative | Fast but low in the long run |
| Democratic | Increases | Positive | High |



| | | | |
|---------------|----------|----------------------------|-------------|
| Laissez-faire | Variable | Positive or negative | Low or high |
|---------------|----------|----------------------------|-------------|

Laissez-faire's leadership style can be effective for high-level independent staff, as they are well versed in their work and have the opportunity to show creativity. However, this style can reduce efficiency if the team has employees who do not have enough experience.

Application of leadership techniques in modern industrial conditions.

Modern industrial conditions are characterized by rapid changes and a competitive environment [3]. For this reason, it is necessary for leaders to be flexible in applying different styles. For example:

Authoritarian style-quick decision-making can be useful in situations where it is necessary, for example, in crisis situations.

Democratic style-effective in innovative projects or teamwork, as it increases employee participation.

Laissez-faire style-can give good results where highly qualified professionals work.

Leaders play an important role in industrial enterprises, as they perform the main tasks of determining the strategic direction of the organization, managing personnel and improving overall efficiency. The decisions and methods of managers directly affect the success of the enterprise. Therefore, it is important to understand the role of leaders and develop strategies to improve efficiency.

In industrial enterprises, managers perform the following main tasks:

1. Strategic planning-leaders set the goals of the enterprise and develop strategies for achieving them. They analyze the market requirements and the competitive environment and determine the direction of development of the enterprise.

2. Personnel Management-managers play an important role in effectively communicating with employees, increasing their motivation and creating a work



environment. They need to bring the team together to ensure mutual trust and cooperation.

3. Resource management-efficient managers ensure the rational distribution and maximum use of resources (financial, human, material). This will help increase the profitability of the enterprise.

4. Introduction of innovations-necessary to maintain the competitiveness of innovations in modern industrial conditions. Leaders should be active in introducing new technologies and improving processes.

There are several strategies to improve the effectiveness of leaders:

1. Open communication-leaders should conduct open and sincere communication with employees. This is done by taking into account the opinions of employees, hearing them and encouraging them [4]. Open communication changes the work environment in a positive way and increases employee participation.

2. Training and development - it is necessary to regularly train employees and conduct professional development programs. This will not only improve the qualifications of employees, but also increase their interest in work.

3. Data-driven decision-making-leaders must act in decision-making with reference to information. It is important to define strategies based on market analysis, employee opinions and other statistics.

4. Social responsibility-the enterprise must work with social responsibility. Socially responsible practices increase trust among employees and improve the brand's reputation.

5. Evaluation of results-it is necessary for leaders to constantly evaluate their activities. By monitoring performance indicators, getting feedback from employees, and analyzing the results, leaders will be able to improve their work.

Conclusion. Leadership styles have a major impact on employee motivation, attitude to work, and overall effectiveness. Each of the authoritarian, democratic and laissez-faire Styles has its own advantages and it is important to apply them in the right conditions. In modern industrial conditions, managers need to be flexible and use different styles together, which has a positive effect on the success of the



enterprise. The role of leaders in industrial enterprises is very important, since they perform many tasks that affect the success of the enterprise. To improve efficiency, it is necessary to apply strategies such as open communication, employee development, data-driven decision-making, and social responsibility. These approaches have a positive effect on the overall success of the enterprise and ensure superiority in a competitive environment.

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