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Bardha Mulhaxha

bardha.mulhaxha@dukagjinicollege.eu

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EFFECT OF LEADERSHIP EVALUATION BY EMPLOYEES IN AN ENTERPRISE

Bardha Mulhaxha

UBT – Higher Education Institution, Lagjja Kalabria, 10000 p.n.,
Pristina, Kosovo

Abstract. CEOs are those who have the task of leading the company, building good relationships with others and achieving the objectives. All of this is achieved through human resources, the most basic resource of the company, which by working in their fields, make it able to meet the company's objectives and why not maximize profit. To date, in various companies, we have often encountered CEOs or managers who evaluate employees' performance from time to time, but rarely or at least we did not encounter employees who in their view evaluated the performance of their chiefs. This is because employees did not have the courage and support to raise any issues for their bosses or even less to evaluate their performance. By this research we did a partial evaluation of the CEOs by employees in an enterprise. It is therefore envisaged to interview about 20 employees of different levels and of different companies regarding the performance of their bosses. The extracted data were analyzed through the software application for statistical analysis SPSS (IBM Analytics). Through the results, we have understood more about employees' perceptions about the performance of their CEOs and how informed CEOs are about what's happening in the company.

Key words: chief executive, making decisions, creative ideas, solving problems.

Introduction

There are a large number of companies, each with its chief executive as well as other staff who make up a group working towards a goal. The chief executive officer is the position of chief executive officer of the corporation, which is responsible for managing an organization. The chief executive of a corporation or company usually reports to the board of directors and is charged with maximizing the value of the entity, which may include maximizing share price, market share, revenue, and so on. In the not-for-profit sector of government, CEOs typically aim to achieve results related to the organization's mission, such as poverty reduction, increased literacy, and so on. The CEO's responsibilities in an organization are set by the organization's board of directors or other authority, depending on the legal structure of the organization. They can be broad or very limited in impact and are typically protected in an official delegation of authority. The communicative role may include press releases, such as for the management of the employee and the organization. The decision-making role involves high-level decisions on policy and strategy. As a company leader, the CEO advises the board of directors, motivates employees and brings change within the organization. As a manager, the CEO heads the day-to-day operations of the organization. The term refers to the person who makes all the important decisions about the company, which covers all sectors and business areas, including operations, marketing, business development, finance, human resources, etc. The CEO of a company is not necessarily the owner of the company. Employees who do important work are also needed to do

its job and to drive processes toward achieving its goals. Each of them in the field where they are knowledgeable contributes and works towards the achievement of a common goal. For the work that the bosses do they are the ones who motivate them by paying them a salary.

LITERATURE REVIEW

Role leader in leading the enterprise

The role of the leader is versatile. His influence is at all points of social reproduction and there are no issues in the enterprise that will not be his preoccupation. the world, with the problems of short, medium and long term development, with the problems of efficiency of enterprise activity and with many other areas of enterprise development and leadership. Leadership cannot be isolated; leadership must combine professional skills, human morality, cultural level, authority, etc. Leadership is the driving force in an enterprise to provide energy, inspiration, creativity, independence, responsibility and position. convenient and material in line with the results of the work. Being a leader requires more than a title, a large office, and other symbols of rank. The leader of the enterprise must balance and harmonize the key functions of the enterprise, business leadership, employee and employee leadership, enterprise leadership in the community and society. Great leaders really care about those who are privileged to lead and understand that the true cost of leadership privilege comes at the expense of self-interest. If your actions inspire others to dream more, learn more, do more and become more, you are a leader (Sinek, S, 2014). According to Mitzberg, managers play ten roles which can be systematized into three main categories. The interpersonal role deriving from the managerial authority where the manager assumes this when dealing with others, whether as a figure, leader or liaison. The informational role lies in the fact that the manager receives and sends information that he receives from external or internal sources of the enterprise as a representative. Whereas the manager's decisive role implies the decisions he makes regarding the activities of the enterprise as an entrepreneur. (Mustafa, 1991)

The Importance of Leadership Management

The leader is of the utmost importance in the enterprise, whether in leadership, decision-making or even as a driver for organizational success. Leadership is a process by which an executive can guide, guide, and influence the behavior and work of others toward achieving specific goals in a given situation. Leadership is the ability of a manager to encourage subordinates to work with confidence and diligence. Leadership is the potential to influence the behavior of others. It is also defined as the ability to influence a group toward the accomplishment of a goal. Leaders need to develop future visions and motivate organizational members to want to achieve visions. Organizations have a variety of goals based on the area of action and activities needed to accomplish them. Drucker (1974) proposes dividing goals into eight areas, ranging from market positioning, innovation, organization, physical resources, financial resources, social responsibility, productivity and profitability. To improve business communication skills the presence of effective workplace communication is essential in any industry because it is critical in enhancing employee productivity. As a leader, effective communication skills do not just mean giving clear verbal instructions, because non-communicational and written communication tools also influence how connections with people can be established. When there is improved communication in the workplace, all kinds of interaction are also positively developed to make personal and professional growth of employees more visible. Those who work in a fun environment have greater interpersonal productivity and effectiveness at work (Wiseman, 2010). Fayol (1949) points out that managing means to anticipate and plan, organize, command, coordinate and control. Thought leadership, decision making behavior, and

communication habits that correspond to each level are related to the leader. "Leadership Development" is a guide both for individual leaders who want to develop their personal leadership style and for decision makers of corporations seeking competitive advantage through the development of their leadership culture (Mitchell, 2012). Your company's capacity to change effectively as the market evolves will depend on whether you keep up with the developments and how effectively you can apply that knowledge. Find the voice by clarifying your personal values. Set the example by adjusting actions with shared values. Anticipate the future by imagining exciting and noble opportunities. Make others into a shared vision by invoking shared aspirations (Suriyamurthi & Velavan, 2013). Organizations can develop leadership at every level by identifying future leaders, evaluating their corporate confidence, planning their development, and measuring their results (Charan & Drotter, 2011). What we see around the world is the firing of employees, high levels of leader turnover, career paths, and failed leadership development efforts. Good leadership should illuminate the leadership industry, showing why it fails and how it can be repaired. Through this, leaders are often more sincere, authentic, and modest, telling the truth, building trust, and caring for others (Pfeffer, 2015). According to (Kouzes & Posner, 2016) all individuals are born with the ability to lead, they must create a context in which they can excel. Learning leadership is a call to unleash the leadership potential that is already present in today's society. Much of the communication in an organization seems to depend on the distribution of formal authority (Aghion & Tirole, 1997). The earliest understanding of leadership relies largely on identifying leaders with persons possessing particular personal qualities and abilities. We can justify this with the example of Fajol, who also considers the qualities of a leader such as physical qualities (health, strength), mental qualities (understanding and learning), moral qualities, and the choice of leader (energy, consistency, initiative, willingness to accept responsibility, etc.) (Fayol, 1903).

Nayar (2010) has claimed that the role of the CEO is to enable people to excel, help them discover their wisdom, fully engage in their work, and accept responsibility for making changes.

Kalantri (2012) claims that before they became chief executives, they were the best employees of their companies. Chesky & Airbnb claimed that when you start a company, it's more of an art than a science, because it's completely unknown. Instead of solving high-profile problems, try to solve something that is deeply personal to you. Ideally, if you are an ordinary person and have only solved your problem, you may have solved the problem for millions of people. Nooyi claimed that just because you're the CEO, don't think you have enough knowledge. You need to constantly increase your knowledge, the way you think, and the way you approach your organization.

RESEARCH METHODOLOGY

Purposes of the research

While every day we come across employee evaluations by their superiors, the purpose of this research is to look at the other side as well, namely the leader's evaluation of his employees. A very interesting and new thing in this field, where each of us is curious to know or know the leaders of different companies and the performance they have in terms of employees. It is also important to encourage employees to truly demonstrate the performance of their leaders in the different aspects that enterprises face every day.

Objectives of the paper

In order to fulfill the purpose of the study, I have compiled the objectives through which I intend to fulfill the purpose of this study, which are:

Review of the literature on the role of leader in enterprise leadership, the importance of leader management, leadership characteristics, leadership, and authority.

- Analyze the role of employees as part of the process and the characteristics of good leadership.

Ia Providing clear recommendations on what a leader should possess in order to succeed and with the employees to achieve the goals set.

Research questions and hypotheses

The paper aims to analyze and clearly understand the impact of the gender of the leader in solving problems in the company and the influence of the number of employees in bringing new and practical ideas in the company. The hypotheses for each research question are followed by the two research questions. For the research question Does the gender of the leader influence the problem solving in the company? we have: H1- The gender of the leader has an impact on solving problems in the company

H0- The gender of the leader has no impact on solving problems in the company.

Whereas for research question How much does the number of employees influence the introduction of new and practical ideas in the company? we have:

H1- The number of employees affects bringing new and practical ideas to the company

H0- The number of employees does not affect bringing new and practical ideas to the company.

Methodological research approach

To carry out this research on the effect of leader evaluation in an enterprise, I have used various methods that have helped me to achieve the most realistic results for the problem posed.

The methodology I have used contains both the quantitative and the comparative method. The quantitative method includes the questionnaire that I sent to different companies, and with the comparative method I compared the questionnaires of those companies. I extracted the primary data from a questionnaire where I interviewed about 20 employees of different levels and of different companies about the performance of their leaders. I analyzed the extracted data and then extracted the results through the SPSS statistical software (IBM Analytics) software. As a secondary data, I used sources from the Internet and from various books.

The importance of the paper

This study will have practical relevance for employee motivation. First, the study will provide an analysis of what employees think and see about the leaders and the work they do in the company they share together on business days. Second, the paper will analyze how important the leader's gender is to the smooth running of the company. This paper will contribute to motivating and self-confidence of employees in relation to their future superiors.

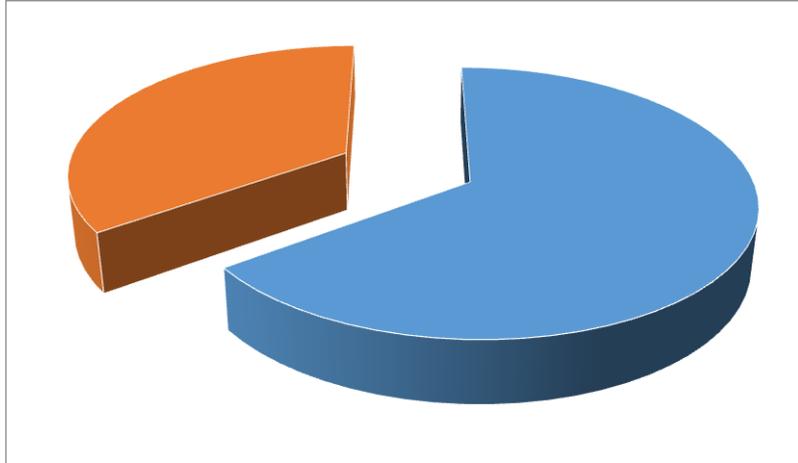
COLLECTION OF DATA FROM THE QUESTIONNAIRE

Extracting obtained data

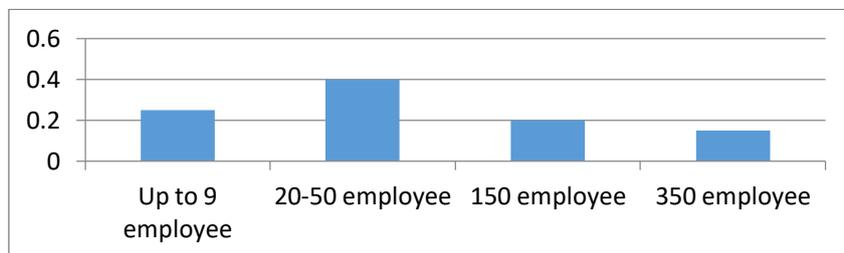
Data mining occurs when data is analyzed and discovered to retrieve relevant information from data sources (such as a database) in a specific model. Further data processing has been done, which includes adding metadata and integrating data; another process in the data workflow. Most of the data mining comes from structured data sources and various data formats. This unstructured data can be in any form, such as tables, indexes and analysis.

Statistical data analysis

Of great importance to research is also the gender of the CEO where most of the businesses surveyed with more than 50% of them having male CEOs continue with some of them where as CEOs have a female.



Employees are one of the biggest assets in any company, and their importance is often overlooked. Depending on the size and activity of the companies they have a certain number of employees. We base our research on small, medium and large companies. Most of these companies have between 20 and 50 employees (40%), followed by those with up to 9 employees (25%), companies with 150 employees (20%) and large ones with 350 employees who participate in our research only 15%. This element will represent an important control variable in further studies and analyzes. Depending on the number of employees in the enterprise we can see how they value their boss, where company size plays a key role in a manager's abilities and in his relationships with employees and the environment in which he operates.



Interpret the results through SPSS

Correlation analysis

Correlation is a statistical measure that helps us to understand the relationship between two variables. So through correlation we discover the causality link. The correlation coefficient gives us a mathematical value to measure the power of the linear correlation between the two variables.

Correlation:

		Gender of CEO	Brings New and Practical Ideas
Gender of CEO	Pearson Correlation	1	.435
	Sig. (2-tailed)		.05
	N	20	20
Brings New and Practical Ideas	Pearson Correlation	.435	1
	Sig. (2-tailed)	.05	
	N	20	20

To evaluate whether or not the test is significant, we should look at the significance level, where if that level, then the p value is less than or equal to 0.05, then we say that the test is significant, and if the significance level the p value is higher. greater than 0.05 say the test is not significant. The output is shown in table 3.1. It clearly shows that there is a correlation between the selected variables. From the output, we can see that the correlation coefficient between CEO gender and new ideas behavior is 0.435 of the p-value for the t-test of significance is equal to 0.05. From these figures we can conclude that there is a positive correlation between CEO gender and bringing new and practical ideas to the company, and this correlation is significant at the significance level of 0.05. So this implies that gender is what plays a role in bringing new and practical ideas to the company in order to accomplish an innovative job and stay above the competitors in terms of innovation.

Multiple standard multiple regression analysis

In statistical modeling, regression analysis is a statistical process for evaluating the relationships between variables. It involves many techniques for modeling and analyzing some variables, where the focus is on the relationship between a dependent variable and one or more independent variables. Regression analysis will test some hypotheses about the gender relationship of the CEO, the timely decision-making process, and the creation of creative problem-solving ideas. The hypotheses to be tested are: H1:: The gender of Ceo is closely linked to the creation of creative ideas for problem solving in the company. The null hypothesis (H0) in this case would be that the gender of Ceo is not related to bringing creative ideas for problem solving in the company.

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Gender of CEO ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Brings Creative Solutions to Problems

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.917 ^a	.840	.832	.2817

a. Predictors: (Constant), G_{in}CEO

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.000	.078		63.992	.000
	Gender of CEO	-.1286	.132	-.917	-9.735	.000

a. Dependent Variable: Brings Creative Solutions to Problems

The table titled Variables Entered / Removed shows the independent variables and the regression method used. Here we can see the independent variable, the Gender of Ceo that was simulated for analysis just as we selected the Enter method. The next table entitled Model Summary gives us R-values for evaluating the overall model suitability. The adjusted value of squared R in this case is 0.832. To see how well the independent variable explains the dependent variable we turn to the Model Summary table that in our case R² came out

$0.832 \times 100 = 83.2\%$ this shows that the independent variable in the regression explains to this extent the dependent variable creative of problems.

The last table gives the regression coefficients and their significance. These regression coefficients can be used to construct an equation called Ordinary Least Squares (OLS) and also to test the hypotheses in each independent variable. Now we are testing our hypothesis. The null hypothesis indicates that there is no relationship. The P value for the beta coefficient on the gender of Ceo is 0.000. We can say that this value is significant at the 10% significance level. In other words, we can assert that the gender of Ceo is closely linked to the creation of creative ideas for problem solving in the company.

GENERAL DATA ANALYSIS

Hypothesis testing and interpretation of research questions

Moving forward, the company depends not only on the boss but also on the workforce who contribute ideas and ideas to make a project live and move the processes forward. Therefore, based on the research question: How much does the number of employees influence new and practical ideas in the company?

Hypothesis 0: The number of employees does not affect bringing new and practical ideas to the company.

Hypothesis 1: The number of employees affects bringing new and practical ideas to the company.

<i>One-Sample Statistics</i>				
	<i>N</i>	<i>Mean</i>	<i>Std. Deviation</i>	<i>Std. Error Mean</i>
<i>Number of Workers</i>	20	99.8500	119.66896	26.75879
<i>New and Practical Behavior</i>	20	3.650	1.3485	.3015

One-Sample Test						
Test Value = 0						
	T	Df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Loëer	Upper
<i>Number of Workers</i>	3.731	19	.001	99.85000	43.8432	155.8568
NewandPracticalBehavior	12.105	19	.000	3.6500	3.019	4.281

So by analyzing the value of significance, which is a value less than 0.05, respectively 0.001 (Number of Employees) and 0.000 for Constant (Brings new and practical ideas) means that this result is statistically significant because from the data aggregated from the survey, it turns out that testing this variable is true. So the null hypothesis is rejected, while the first hypothesis is accepted or considered. The interpretation would be this: The number of employees influences the bringing of new and practical ideas into the company.

CONCLUSIONS

Many leaders are competent but only a few can be truly committed to what they do and being ethical with their employees. This study will have practical relevance for employee motivation and it will contribute to employee motivation and self-esteem in relation to their future superiors. By taking in consideration different evaluations for enterprise leaders by their employees we can improve company outcomes and overall results.

All leaders have to make difficult decisions, this goes directly to the work they do every day. One important thing is that these people know how to make these decisions right and if they are at the highest level. In leadership positions, determination is what matters most, and having this ability helps you in every way.

Good leaders are a source of positive energy. They communicate freely. They are very helpful and always care about the feelings of others. They always give the conviction that they have a solution for everything, they always know what to say in order to inspire others. They avoid pessimistic criticism and thinking, and are always looking for ways to reach an agreement between the parties where it helps workers work together as a group to have more efficient and effective work in the company.

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