INTRODUCTION

‘An Empirical Study on Transformational Leadership and Impact on Employee Performance in High Technology Industry’

Leadership is about a leader who encourages, induces the follower or any individual to achieve certain goals. A leader is the one who builds the values and motivated others, he is the one who knows needs and wants of both the leaders and the follower. The comprehensive leadership definition was originated by Burns (1978). Burns talks about two types of leadership in his theory the transactional and transformational leadership.

A leader does not exist in a vacuum, but is a product of an environment made up of people (Cawelti, 1982). Hence it is absolutely necessary that the leaders should aware that they are interacting with humans for a specific purpose.

A leader should portray charisma to be effective in attracting, inspiring and motivating the followers. (Bass, 1981; Cawelti, 1982; Cawelti ;1982) said that a leader is expected lead from front, should offer a direction and guidance, and motivate others to accomplish their goals.

The leadership theories have originated in 19th century where (Thomas Caryle) offered the Great Man Theory. He argues that great-men are born with certain traits and they exhibit certain leadership behavior. Then the trait theory came into picture where it is argued about the traits that are required to be a leader. In early 90’s in the corporate organization leaders are selected these theories have been used to select the leaders within the organization who perceived to be great leaders to transform and inspire individuals and the organization.

However, since the beginning of World War II, the study of leadership has shifted from leader traits to patterns of leader behavior called leadership styles. This movement has gone from who the leader is to how the leader behaves (Krietner, 1983).
The leadership styles and behaviors is associated with the employee satisfaction in the organization in the situation leadership theory says that the leaders have to exhibit the right style of leadership according the follower (Hersey & Blanchard, 1997). Organizational effectiveness, with reference to leadership style, is a prime indicator for inducing employee satisfaction and for his performance (Fowler, 1991; Krug, 1989).

In the last two decade there about thousands of shops has been set in India due to globalization, there is a vast technological change happens year on year and hence there is increased Competition all these elements have become as an universal challenge for the organizations globally and particularly in high tech organizations where the churn is very high, retention strategy has been laid by every organization to retain their talents. Therefore, it is important that every organization has to show its uniqueness in this dynamic environment to sustain.

One of the way by which an organization can make the difference through its primary leaders as the immediate managers is seen as the prima face for an employee in the organization, for every employee his manager is the organization and hence developing the primary managers and their leadership is vital for the success of the organization in a long run. Hence this research aims at on how a transformational leadership can impact an employee performance in high tech organization.