



INTERNATIONAL RESEARCH JOURNAL OF HUMANITIES AND INTERDISCIPLINARY STUDIES

(Peer-reviewed, Refereed, Indexed & Open Access Journal)

DOI : 03.2021-11278686

ISSN : 2582-8568

IMPACT FACTOR : 5.71 (SJIF 2021)

A STUDY ON LEADERSHIP SKILLS AND PROFICIENCY IN GLOBAL ERA

Dr. Ashok P. Nikam

S. G. Patil Arts, Commerce and Science College,
Sakri, Dist. Dhule (Maharashtra)
E-mail: profapnikam@gmail.com

DOI No. **03.2021-11278686** DOI Link :: <https://doi-ds.org/doi/10.2021-43643784/IRJHIS2112010>

Abstract:

A leadership skill in global competition Today, the world is a global market. Focus on local, domestic, and international markets where management skills play a very important role. Globalization is the process of interaction and integration of various business organizations, governments, people, and economies. This research paper focuses primarily on management skills that are essential to global competition. Management skills play a very important role in all business areas. If the manager has the skills, he / she will definitely be in the corporate world. Depending on the topic, various points are explained about which points are important at what point in the 21st century. Today, the world is a global market. Focus on local, domestic, and international markets where management skills play a very important role. Globalization is the process of interaction and integration of various business organizations, governments, people, and economies.

Keywords: Leadership skill, Human Resource Development, domestic and international markets

Introduction:

A hallmark of a good manager is the ability to ensure the regular growth of the business to achieve excellence and quality of work. Good managers are always looking for habits to improve production, reduce costs and increase profits. Here are some management skills managers can develop as they strive to build quality and effective businesses in a global era. Since modern society is a world of globalization, the basic skills required of successful managers can be viewed as a process. Every business owner will be a manager. They will start to face many management problems. Management is not easy. Therefore, managers need knowledge, experience and specific skills to carry out their responsibilities. Skills refer to the ability to effectively and easily use one's knowledge for performance or performance. Skill Definition A skill acquired through a purposeful, systematic and sustained effort to smoothly and adaptively perform complex activities or task

functions involving ideas (cognitive skills), objects (technical skills), and/or people (interpersonal skills).

Research Methodology:

The Present research paper is based on secondary data collection. The research paper is mainly focusing the leadership skills, proficiency and its requirement in global contexts and era.

Important Managerial Skills:

Management skills are the knowledge to complete certain activities or tasks. A competent manager is someone who gets a job done effectively and enhances its effectiveness. Key management skills can be found in:

1. Communication
2. Observation on business related activities
3. Human resource Development Programs
4. Demonstrates Working Knowledge and Expertise
5. Time management and stress management
6. Motivations to employee
7. Technical
8. Authority Delegating
9. Sating and achieving Goals and Objective
10. Team building
11. Conceptual
12. Human or interpersonal managerial skills
13. Maximization of profit
14. Decisions making
15. Supervise Employee Performance
16. Recognize, defining, and solving problems
17. Managing conflict

“Managerial skills are classified as technical, human and conceptual” said by Katz. In words of Katz, the administrator needs: (a) sufficient technical skill to accomplish the mechanics of the particular job for which he is responsible; (b) sufficient human skill in working with others to be an effective group member and to be able to build cooperative effort within the team he leads; (c) sufficient conceptual skill to recognize the interrelationships of the various factors involved in his situation, which will lead him to take that action which achieves the maximum good for the total organization.

Technological skills:

For a manager managing any activity, the actual work involved in the activity is technical

skill. Technological skills are not only for functioning on machines and other equipment, but also they are skills need to performed sales, marketing and so on. For example, Employee works in a Global marketing and have skills about marketing that been developed through education and experience. This employee is ideal for the marketing manager because he has great technical skills about marketing.

Conceptual skills:

These are knowledge of managers for theoretical thinking that means to see the whole through study and analyze of different states and to forecast for the future business as a whole. Conceptual skills understand of how customers of the business react as a group to various activities. In the same way a manager should be aware of how suppliers react with the group in the business. Here economic consequences, political consequences, and social consequences come into participate and a manager must be able to think about all these likely outcomes in coming out with his objectives, strategies and tactics. Managers require these skills for business activities or functions like marketing, finance, manufacturing, selling inventory managing etc All of these business activities have different objectives as manufacturing and marketing. These skills assist managers to glance outside from the objective of business activities and construct decisions that will satisfy overall business objectives. Conceptual skills is very important for globalize market.

Human resource managerial skills:

This is the ability of managers to work with human. This is the most important responsibilities for a manager is to work with human resource. Ability to communicate with other people in the business and the ability to understand their wishes and influence them to ones point of view are human skills. Without, human resource business can not do there day to day operations. These skills will make possible managers to become best, to motivate employees for better completion of their responsibilities, to make more effective use of human potential in the business means maximum utilization of resources.

Maximization of profit:

It is an important managerial skill. Every manager should mark profit opportunities and assess them for assuring that the profit is there in the proposal and select the best group of profitable projects and initiatives for his business.

Decision Making:

It is also one of the important managerial skills in global market competition. Good manager is characterized by the skill to formulate good decisions. A manager considers all the various factors before construction a decision. Clear global business decisions, combined with the readiness with elasticity to settle in and adjust decisions when required, generate assurance in the managerial skills.

Communication:

It means contact with various persons within organization and outside the business organization. Communication should be verbal or non verbal so both are very important managerial skill in global market. Because every manager communicate with customers, suppliers, employees, shareholders or owners and so many other persons. Good communication done good job with minimum resource and less time.

Observation:

It is an important managerial skill that frequently gets ignored as manager's schedule fluctuates daily so managers should plan for his/ her daily activities. Observation and regular visits to the business environment are a main concern and should be scheduled into their planning. Observing human resources at work, the procedures, interaction and work flow is foundational to implementing adjustments to improve results. To have trustworthiness, a managers needs to be see and be identified and to be up to date with what is happening in the business organization.

Motivations to employee:

It is also one of the important managerial skills motivations means inspire human resource to done a good job for organization. Employee is a human resource and they have own feelings and needs, so employee always needed motivations and a good manager who always motivate to their employees by using their skills.

Monitor Employee Performance:

It means to check and examine human resource act within the business organization. Employee performance requirements to be monitored in commonly accepted traditions. Policies and procedures need to be clear. Conferencing should be on a regular basis. Assessments and evaluations should not be merely all formality or viewed a necessary paperwork to be done and filed away. Individual and group conferencing should be undertaken not only to monitor performance, but with the expectation of on going professional development and support. There should be frequent encouragement and clear criteria for on going goals both for the group and individual.

Human Resource Development Programs:

A good manager analyzes weaknesses and provides training and development facilities to strengthen the weaker skills in the global business.

Demonstrates Working Knowledge and Expertise:

Perfect manager have a good knowledge with experience of the production, marketing, selling, finance process for strong results in global market competition. If a manager does not acquire all the experience and knowledge individually, then expert's involvement would be necessary in the business.

Time Management and Stress Management:

It is also important skills for managers because manager faces so many challenges and problems and so he need to solve the problem and stress on right time and through this he can achieve business organizations goals and objectives.

Team building and Managing conflict:

It is also managerial skills because in business organizations many employees work together and achieve business goals which required team efforts and mutual understanding to exempt conflict. By this manager can achieve the business goals with team building and managing conflict.

Conclusion:

A good manager is always proactive, not passive. By developing these management skills, he creates an excellent foundation for success in global competition. So far, we have discussed many of the management technologies that play an important role in the global era. Transformation is the capitalization on creativity, collaboration, motivation, useful skills, useful knowledge, talent, and innovation. It is a process and personal development. Therefore, updates are required in all areas of knowledge, i.e. managers with management skills.

References:

1. José Antonio Campos, Adriana Aubert, Mengna Guo and Mar Joanpere (2020), Improved Leadership Skills and Aptitudes in an Excellence EMBA Program: Creating Synergies with Dialogic Leadership to Achieve Social Impact, DOI: org/10.3389/fpsyg.2020.00017.
2. V. H. Vroom and A. G. Jago (2007), The role of the situation in leadership. *Am. Psychol*, Vol.62, pp.17–24.
3. A. Saxena (2014), Workforce diversity: a key to improve productivity, *Proc. Econ. Finance*, Vol.11, pp.76–85.
4. Mirjana Nedovic, Zeljko Sudaric and Darija Ivankovic (2014), Leadership Skills In Order To Increase Employee Effeiciency, *Europen Scienfic Journal*, Vol.4.
5. Nanjundeswaraswamy T. S. and Swamy D. R (2014), Leadership styles, *Advances In Management Vol.7, Issue-2*, pp.57-62.
6. Saher H. EL-Annan (2014), Transforming managerial skills into creative leadership skills, *Journal of Business and Economic Management*, Vol.2, Issue-5, pp.65-73.
7. <http://www.citehr.com>
8. <http://ezinearticles.com>
9. <http://arulmj.tripod.com>
10. <http://rashidjaved.articlesbase.com>