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Research Paper

Analyzing the Leadership Style of Ratan Tata

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ABSTRACT

Leadership style is the stair to attain the mission and vision of the organization. Any organization outshining at the global level has an impactful leader behind them such as Ratan Tata, the Chairman of Tata Group, the present study analyses the leadership style of Ratan Tata, secondary data, as a method used to analyze the leadership style of the Ratan Tata. The Charismatic and Transformative leadership style has been identified to be the leadership style of Ratan Tata, and the success of the Tata group of Companies.

Keywords: *Charismatic, Transformative, Tata Group, Leadership Style, Ratan Tata*

Τ he world is moving at a fast pace, and the dynamic changes in technology, organizational culture, and leadership style are the demands to adjust to the changing world. Leaders are not born they are made this is what Ohio state studies found in their early leadership studies, done in 1945. Leadership styles are so important to run and develop any organization.

Leadership refers to motivating and influencing a group of people by a leader to attain a common goal or mission in any organization (Greenberg, 2011). To achieve a common goal or mission of any organization, leaders had to adapt to a particular leadership style, which refers to using different styles of leadership styles like Autocratic Charismatic, Transformative and Participative styles.

A Charismatic and Transformative Leader
Charisma is a Greek word means "Divinely inspired gift." In simple words, charisma refers to a colorful personality and the self-believed determination of leaders. To name a few of the charismatic leaders we have Steve Jobs, Barack Obama, Mahatma Gandhi, and Bill Gates. Charisma is a component of Transformative leaders; transformative leaders are the ones who bring positive changes (Dubrin, 2016).

Characteristics of Charismatic Leaders:
- **Visionary:** Charismatic Leaders form the vision of how to move ahead in the organization.
- **Mastery of Communication Skills:** Charismatic Leaders use lively and vibrant ways to communicate, they use humor and metaphors.

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- **Able to develop trust:** Developing trust among group members, to help them face challenges and difficulties in navigating the problems in the organization.
- **Make group members feel worthy:** Charismatic Leaders can make group members feel worthy by appraising them for completing assignments and awarding them for their efforts.
- **Empathy:** Understanding the feelings and thoughts of the group members, and providing them with social support and care.
- **Influencing energy and motivation:** Providing motivation to group members to navigate the challenges in the organization, providing them with positive energy to attain the organization's common goal.

About Ratan Tata
Ratan Tata was born on 23 December 1937, to Naval Tata (Father) and Sooni Commissariat (Mother), he did his education at Cornell University and Harvard Business School. He succeeded JRD Tata in 1991, as the Chairman of Tata Sons. He was awarded Padma Vibhushan (2008) and Padma Bhusan (2000) for his exceptional and distinguished services (Javaid, 2022).

METHODOLOGY
Objective: Analyzing the leadership style of Ratan Tata.

Research Design: For the present research, secondary sources are been used and analyzed to study the objective, data available in the form of research papers, essays, and information available at liable websites are been utilized for the research.

Data Analysis: Thematic analysis has been used to analyze the secondary data.

DISCUSSION
The leadership style of Ratan Tata has been majorly Transformative Leadership, and the Charisma of Ratan Tata has been so powerful and synergistic.

Charisma of Ratan Tata
Visionary: Making India Recognized Globally, Ratan Tata has more than 100 companies with fine strategies and expanding reputation around the world, from setting up the first Car manufacturing plant in India to introducing the cheapest car (nano) for the Indian Citizen (Babu, 2017).

Empathetic: Ratan Tata has a warmth and empathetic side as a businessman and philanthropist, Ratan tata has donated millions of money through its ventures of TCS, Tata Trusts, and Tata Group to help curb the challenges faced by nations in medicines, rural development, and education sectors. He not only helped India but nations abroad like Tata Consultancy Services (TCS) donated $35 million to Carnegie Mellon University (CMU) for a developing facility to research cognitive systems and autonomous vehicles (Javaid, 2022).

Motivating and Making Employees Feel worthy: Developing a Code of Conduct for all the employees of Tata Group, and calling them "Associates" at TCS is the way Ratan Tata signifies the worth of an employee working with Tata Group. According to an Employee at Tata Steel, Ratan Tata has promoted the inclusion of diversity by joining LBTQ, 7%

workforce are women in Tata Steel, and flexibility in work, allows employees to contribute and become part of various projects within the company (Rukhaiyar, 2022).

A transformative leader

Ratan Tata's Leadership has transformed the Tata Group, from setting up the first car manufacturing unit in India to providing the cheapest car to Indian Citizens. Being an industrialist and forming more than 100 companies, Ratan Tata made India Proud and recognized at Global Level. He developed the Companies under the Tata group and invested in many of the startups, such as Cashkaro, Snapdeal, Ola cabs, Dogspot, Nestway, Xioami, and Teabox (Javaid, 2022). TCS has 35% of the total workforce consisting of women, which is more than any other big firm in India (Hindustan Times, 2022).

CONCLUSION

The success of the Tata Group is commendable to the leadership style of Ratan Tata, creating many reforms in the Tata companies from giving equal opportunities to LGBTQ and providing them with equal benefits, to having the highest number of women in Tata Consultancy. Ratan Tata has also given strength and motivation to other startups and trusted the budding entrepreneurs, donating a high amount of donations for better causes of society in the field of Medical, Rural Development, and Education.

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