Democratic Leadership Style of Non-Interference in Work

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Abstract

The goal of the current study is to know the role of democratic health leadership, what is the style of democratic health leadership and its impact on employees and work, what are the advantages of democratic health leadership. The questionnaire was created electronically via the Google Drive program, and then distributed via mobile phone on the social media program (the targets are residents of the city of Mecca Those aged between 25-55 years. The social media network WhatsApp was used to distribute 500 questionnaires, and the researcher received electronic responses to 450 questionnaires via email.

Keywords: *Democratic leadership, style, non-interference, in work.*

Introduction

Leadership style is the management manner of directing, following and stimulating people. Many authors have proposed identifying several various leadership tendencies as they show in political or other areas. Studies on administration style are conducted in the field, expressing way that takes a holistic view of leadership, containing how the physical presence of a leader defines what is different about that driver. Navigating physical presence in this context include military fitness, confidence and resilience. It empowers the leader to conceptualize solutions and gain knowledge of the task. Conceptual leadership abilities apply agility, judgement, innovation, personal tact, and domain knowledge. Domain knowledge includes tactical and technical knowledge as well as cultural and geopolitical awareness. In his article "Leadership That Gets outcomes," Daniel Goleman (2000) talks about six leadership styles (1)(2). The democratic leadership style consists of the leader sharing decision-making abilities with group members by promoting the interests of group members

and practicing social equality (3). The limits of democratic participation tend to be constrained by the needs of the organization or group and the instrumental value of people's attributes (skills, attitudes, etc.). The democratic style contains the idea that everyone, by virtue of their human status, should play a function in group decisions. However, the democratic style of leadership still demands direction and monitoring by an appointed leader. The democratic style requests the leader to make decisions about who to call within the group and who is given the right to participate in, make and poll on decisions (4). Research has found that this leadership style is most effective and make higher productivity, better contributions from group members, and leaped group morale. Democratic leadership can lead to better ideas and more originative solutions to problems because group members are encouraged to share their ideas. While democratic leadership is one of the most effective leadership styles, it has some potential downsides. In situations where potions are unclear or time is of the essence, democratic leadership can lead to communication failures and incomplete projects. Democratic leadership works best in situations where group members are skilled and eager to share their knowledge. It is also significant to have plenty of time to allow people to contribute, develop a plan and then vote on the best course of action (5). A laissez-faire leadership style is to give followers all the rights and authority to fully make decisions. This style was first described by Lewin, Lippett, and White in 1939, along with autocratic leadership and democratic leadership styles (6). Leaders in this style allow followers complete freedom to make decisions about getting their work done. It allows followers to be self-governing, while leaders of this type simultaneously provide guidance and support when requested. Here the leader provides all the necessary materials for the followers to realize their goals using directed freedom, but he is not directly involved in decision making unless the followers ask for his help (7). This way is effective when followers: Highly skilled, experienced and educated. They feel proud of their work and are motivated to do it successfully on their own.

Experts, that is, in situations where followers have more knowledge than the group leader. Trustworthy and experienced. Note that these conditions would intuitively mean that the combination is likely to be effective. You should not use this style when: A manger cannot or will not provide regular evaluations to his followers. This leadership style has been associated with lower productivity than autocratic and democratic leadership styles and lower group member satisfaction than democratic leadership. Some researchers have suggested that laissez-faire leadership can actually be considered avoidant leadership or not leadership (8).

Material and Methods:

The study started in (the holy city of Mecca in Saudi Arabia), began writing the research and then recording the questionnaire in January 2022, and the study ended with data collection in June 2022. The researcher used the descriptive analytical approach that uses a quantitative or qualitative description of the social phenomenon (Democratic leadership style of non-interference in work). This kind of study is characterized by analysis, reason, objectivity, and reality, as it is concerned with individuals and societies, as it studies the variables and their effects on the health of the individual, society, and consumer, the spread of diseases and their relationship to demographic variables such as age, gender, nationality, and marital status. Status, occupation (9), And use the Excel 2010 Office suite histogram to arrange the results using: Frequency tables Percentages (10). A questionnaire is a remarkable and helpful tool for collecting a huge amount of data, however, researchers were not able to personally interview participants on the online survey, due to social distancing regulations at the time to prevent infection between participants and researchers and vice versa (not coronavirus participation completely disappearing from society). He only answered the questionnaire electronically, because the questionnaire consisted of ten questions, all was opened. The online approach has also been used to generate valid samples in

similar studies in Saudi Arabia and elsewhere (11)

Results and discussion:

The percentage of approval to participate in the questionnaire was 100% and the percentage of rejection was 0%. The percentage of participants' ages was as follows: from the ages of 25-34 years, their percentage was 63.6%, from the ages of 35-44 years, their percentage was 9.1%, and from the ages of 45-55 years, their percentage was 27.3. %. As for the gender of the participants, it was as follows: the percentage of males was 54.5%, the percentage of females was 45.5%. In terms of education, their percentage was as follows: illiterate does not read 0%, primary 0%, intermediate 0%, secondary 9.1%, bachelor's degree 36.4%, as for master's, doctorate, diploma (they are equal) at 18.2%. In terms of their occupations, their percentage was as follows: housewife 18.2%, retired 0%, private sector 27.3%, government employee 54.5%, unemployed (not working) 0%. As for the responses to the questionnaire by the participants, the answers were as follows: The first question about leadership style is the leader's style of directing, implementing plans, and motivating people, and the second question is applying the conceptual leadership abilities of agility, judgment, innovation, personal tact, and domain knowledge? The third question: Does domain knowledge include tactical and technical knowledge in addition to cultural and geopolitical awareness? Question 4: What does a democratic leadership style consist of a leader who shares decision-making abilities with group members by promoting the interests of group members and practicing social equality? The boundaries of democratic participation tend to be constrained by the needs of the organization or group and the instrumental value of people's qualities (skills, attitudes, etc.)? Question 5 What The limits of democratic participation tend to be constrained by the needs of the organization or group and the instrumental value of people's attributes (skills, attitudes, etc.)? Question Six: The democratic style includes the idea that everyone, by virtue of their human status, should play a role in group decisions? Question Seven: The democratic style of leadership still requires direction and control by an appointed leader? Question 8 The democratic style requires the leader to make decisions about who is to be called upon within the group and who is given the right to participate in, make and vote on decisions? Question 9: This democratic leadership style is the most effective and creates higher productivity, better contributions from group members, and increased group morale. Question 10: Does democratic leadership lead to better ideas and more creative solutions to problems because group members are encouraged to share their ideas? All answers to the questions were 100% yes and 0% no.(figure.No.1).
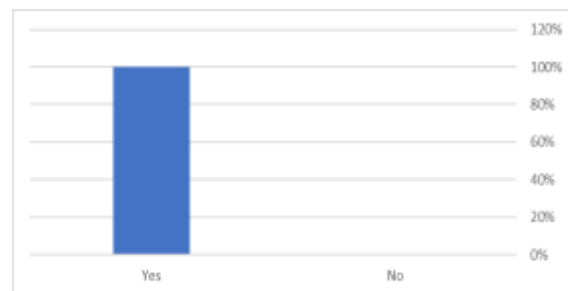

Figure.No.1: Opinions and attitudes of participants regarding the democratic leadership style of non-interference in work

Conclusion:

This leadership style is the most effective and creates higher productivity, better contributions from group members, and increased group morale. Democratic leadership can lead to better ideas and more creative solutions to problems because group members are encouraged to share their ideas, which is one of the most effective leadership styles.

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