

# **CHAPTER – 4**

**OBJECTIVES  
AND  
HYPOTHESES**

This research work is undertaken to explore the indicators of success of an achievement oriented successful charismatic leader and also in this respect identifying the people management qualities of the charismatic leader. This research work desires to undertake an extensive study over the success, achievement and people management qualities of a true charismatic leader.

Illustrations are in plenty that the performance of a leader has made an institution highly achievement oriented and very much successful. The individual leader herself can bring a government to the highest level of success and can meet the expectations of all the stake holders. With the charismatic abilities of the leader the system or the institution grows and achieves the desired level of success. This charismatic leadership is true for all types of organizations - organization involving product manufacturing activities, service generating activities or any other type of including even a social organization or organization managing the governing and administering the different social administrative systems or a federal system like a country or a part of a country like a state or a region etc.

However, in real life what happens is – in many a case though the organization remains in existence, the leader changes – the leader alternates from one to another. The leader or manager or the person being responsible for leading the activities of organization or leading the organization may be changing the respective premise where the leadership activities is being presently provided.

Correspondingly what is observed is that in many cases along with change in leadership, the performance status or achievement or success rate of organization subjects to be changed, even under the situation of other characteristics or features or state of affairs remain unchanged. In such situation the reason for this is entrusted by

both parties of the organization like the stake holders of organization as well as the people or mass in general in organization and also the management experts upon the eligibility and ability of leader.

As mentioned earlier in this work, this state West Bengal had been under the leadership of different leaders in different situations in the past. During this time the state has witnessed different scenario being managed in different ways including many situations generating a very adverse outcome and totally undesirable performance as experienced by the people of this culturally diverse state. On the other hand, the people of the state are also experiencing the charismatic leadership of Mamata Banerjee for almost a decade where people are getting fascinated by her performance. The people of the state are experiencing a lot of developmental works. The people of Bengal wanted to have this development since long. Now they are realising their dreams getting fulfilled under the effective, dynamic leadership of Mamata Banerjee. That is the reason cutting across the political, social, cultural, religious differences they are loving and respecting the leader Mamata. People are experiencing a significant difference in leadership.

Why there is such difference in nature of leadership is the key area for which this research work is being undertaken. What are there in style of functioning and activities that make Mamata Banerjee a leader to be something so different that people feel to be swept away with the trend of upcoming changes in the political, cultural and social domains of a country like India. This special ability of Mamata Banerjee has not been practiced by the political and social leaders of our country. That is why she becomes unique in nature.

A leader become successful and accepted by the mass only when she has certain unique qualities. The qualities of a mass leader like Mamata Banerjee has been discussed earlier in this research work. The qualities are primarily i) ability of leader to portray to the followers or for a mass leader to the concerned mass the self-contained charismatic abilities by nature of performance, ii) ability of leader to generate high level of achievement in accordance with the needs, expectations and desires of people or mass whom the leader represents – here in this research work the people of the state of West Bengal where Mamata Banerjee is the leader of the state administration and also iii) The high people management quality of a leader.

Correspondingly this research work is undertaken for exploring the leadership abilities and achievement adequacies of the mass leader Mamata Banerjee as obtained as feedback from the respondents of the study to establish the following objectives:

#### **4.1 Objectives of Studies**

**Objective 1:** To establish Mamata Banerjee as truly a successful charismatic leader.

**Objective2:** To establish Mamata Banerjee as a high achievement-oriented woman leader.

**Objective 3:** To justify people management quality of women leader Mamata Banerjee as very high.

As mentioned earlier in this research work and also in chapter – Research Methodology, this research work is analytical in nature. The research work is undertaken by analysis of data which are field based primary data collected directly from respondents. The primary data used for this research work is collected from the

feedback of respondents who are selected from the population being under the leadership of the mass leader. The respondents are also selected from other group of population who shares the experience of observation and witnessing the leadership performance of the mass leader.

#### **4.2: Testing of Hypotheses**

Following Hypotheses are formed for Objective 1 and Objective 2 respectively as:

**1. Null Hypothesis 1 (H<sub>10</sub>):** Traits reflect that Mamata Banerjee is not a successful charismatic leader

**Alternate Hypothesis 1 (H<sub>11</sub>):** H<sub>10</sub> is not true

**2. Null Hypothesis 2 (H<sub>20</sub>):** Mamata Banerjee is not successful in developing her qualities for making high achievement for mass.

**Alternate Hypothesis 2 (H<sub>1</sub>):** H<sub>20</sub> is not true

**3. Null Hypothesis 3 (H<sub>30</sub>):** People management quality of women leader Mamata Banerjee is not enough

**Alternate Hypothesis 2 (H<sub>1</sub>):** H<sub>20</sub> is not true

In the subsequent chapters we shall test the hypotheses with the help of data analytics and descriptive analysis.