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Power Always Leads to Success: An Evaluation

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Abstract- This study is based on the literature data that investigate the aspect of power implication about the success issues of the organization. Organizational success depends on the interrelated issues of the different stakeholder behavior and nature of the organization. Misuses of power may lead to a negative way of organization practices; however, positive practices of the power be the great influential cause and motivational term. The uses of power affect the overall flow of organizational practices through making a positive power uses like the motivator reason can be a component of the success. This study found that power can be the always success term when it would be made as to the motivator of the organization. Steven Luke's defines the concept of power and its implication over three dimensions of the power practices and shows the power exercise through an ideological way of exercise. It has been found that power uses mostly the positive nature works as the motivator of the organization effectively as the influential part of the organization factor that helps to use the mental and physical resources effectively.

Keywords: power, leadership, success, organization.

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I. Introduction

Power is the ability to influence other people or issues that refers to the ability to affect the behavior of the subordinates with the controlling capacity of the resource (Keltner,2003). It is the way of exchange of the relationship that happens on the transaction between the people and the targeted file. The agent in the organization or people in the organization uses the power and define the target areas to receive the ultimate goal by giving the attempt (Katz, and Kahn, 1978). Power can be utilized in many ways in the organization to influence the overall aspects of the peoples and the areas (Blau, 2017). Power be the term of the motivator if the representative parties can use it for the better motivator factor of the organization (Tirole, 1988). Success is the ultimate destination of the organization there every organization's want to achieve by their effort and using the resources (Pfeffer, 1992). But the matter is how the resource will be used by executing the proper within managing the organizational culture and management practices. Doing the good thing that can contribute the personal power (Drucker, 2012). There possible to affect the organization by imposing the power that helps to uses the everting to achieve the ultimate goal (Das and Teng, 1998). When there possible to develop the positive power that is the superior quality to achieve the ultimate goal with ensuring the better competencies, charism and the good quality personnel (Northouse, 2018). This study comprehensively focused on the power and success interactivity as per the organization outcomes and amplify the principle how the leaderships through using power can play pivotal role for the organization success always, at the context of Steven Luke's dimension.

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II. Literature Review

Power is the capacity by way of which you'll be able to influence the behavior of others (Anon, 2019). The word power is derived from the Latin phrase "posse," because of this "to be able" (Dunbar, 2004). of their look at of power in dyadic relationships (Dunbar and Burgoon, 2005) support the concept that energy is the "capacity to provide intended outcomes, and mainly, the ability to influence the conduct of every other character." An in advance examines via Dunbar indicates that power is likewise the capacity to "manage the conduct of another individual." Organizational success relies upon on how the employee of an employer behaves within the company or the place of business (Hassan, 2018) and that is relied upon at the leadership. Leadership is the potential of an individual (Blanchard, 2015) or a group of individuals to steer and manual fans or different members of an employer Blanchard. It's miles clear that power is the exercise of leadership (Antonakis, 2017). A success agency needs inspiring leaders as well as sound executives. Organizations want to put into effect strategies and engage staffs which will achieve more desirable and sustainable effects. Fulfillment is evaluated by comparing where the company is in terms of its objectives and assignment. The fulfillment of a corporation can be determined by the top five determinants (Fraj et. Al. 2015) a center riding force of creating happiness, the proper human beings in the right roles, a powerful strategic plan and implementation, non-stop improvement of leadership and control talents, continuous development of enterprise practices based totally on customer wishes. There are numerous forms of power but non-public and positional power is the most used styles of power in an agency (Wrong, 2017). The authority given an individual by virtue of the location within the organization's hierarchy and structure is considered as the positional power and own ability and potential that can influence others is taken into consideration because of the personal power. The chief can be classified into two types formal and informal that is additionally related to the location and the private power (Yukl et al., 2002.). A formal chief may have, at minimum, role power. And

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also, an unofficial leader may have a few degrees of private authority. Just as a character may be both a formal and an informal chief, he or she will be able to concurrently have each role and private power. Certainly, this kind of mixture usually has the finest potential to have an effect on other ' actions. There are five bases of power; expert power, referent power, legitimate power, reward power and coercive power (Özaslan, 2018). The basis of the coercive power is that one person can punish any other. as a result, subordinates may additionally do what a frontrunner request due to the fact the chief has the power to hearth the subordinates. But the basis of praise power is completely different from the coercive power that subordinates do what the chief needs due to the fact the chief has the ability to praise them in some way. Valid power emanates from the position that one holds in an agency. Legitimating proper is independent of the individual protecting the location. Professional power is the power primarily based at the fact that an individual is perceived as a professional on something to ask a collection of subordinates to paintings in a weekend may also deliver the organization earlier than making the request. Strain includes the usage of needs, threats, or continual monitoring to make subordinates follow a request (Noe et al., 2017). Energy is crucial in an enterprise as it facilitates to acquire one's goals. The extra power a man or woman or institution of individuals exerts within any particular company, the more influence it's going to have and the more it will acquire. Out of the before study gap this study is related to the uses of power is always lead to success. There is some the rationality of the power use. If the power executor can be able to develop such kind of application of power quality there possible to lead always a success. The analysis has gone through the literature based to amplify the statement about the use of power through signifies its gap.

III. Methodology

This study is descriptive and qualitative in nature. To the purpose basis of the study, It has been carried out the statement explanation predominantly at the secondary based data. The data have been taken from articles (national and international), books, newspaper, conference papers, online data store, etc., It is the study that qualitatively issues of leadership practices and management theories that dignify statement in many aspects.

IV. Interpretation

a) Statement Interpretation

The use of power always leads to success in organizations, Yes, we agree with this statement for many reasons. Because the organization needs some the important thing the leads to do the best with creating a better environment to achieve the ultimate goal of the organizing. Power can be sued, but it will be using that is the question, undoubtedly not in the inconsistency matter of the organization. The uses of the power would be the always congenial manner of the organization with the people management and the resource utilization. The organization has the culture, and that bound with different cross-sectional issues the manager would need to think about the different aspects to implement any kind of plan or action as per the achieving of the organizational goal (Deshpande, 1989). So, the organization cultures and effectively manages is the necessary point of the organization to achieve the ultimate point of success. If we look the different primary aspects issues of the organizational success, there may found success of the organization be subject to on the how the good management of the origination is, by practicing the good power in the right way. Basically, the Effective Management of any organization or activity requires a supportive and powerful use of all the to be had sources for the achievement of preferred goals. The resources used to consist of people, machines, material, and money. Out of these maximum critical assets is guys, which is in flip also have an effect on in a huge way how efficaciously different assets are used together. For that reason, the success of any status quo or agency rest on closely on control of its human assets. The human resources in the flip form the organization structure of the employer. Consequently, control of the company constitutes the manner via which the human assets are placed to work. As an end result, persuasive management of organization leads to effective use of human sources of the business enterprise, which in turn plays a primary function in the achievement of the complete employer. There are many factors which have to converge so as for achievement to be evident. Leadership and management might be a vital component of this equation. It isn't always the only determinant for fulfillment, it's miles an essential component of it. The steering and structure that leadership and management deliver to an employer can assist it to set up success in an expansion of approaches. To start with, it is able to assist guide via the tough instances that could help to derail success by supplying resources, help, and help to its people. It can additionally create a realm wherein employees can end up the independent sufficient to possess an active stake in the agency's achievement that could broaden proactive ways of examining troubles and situations. Eventually, management fashions that encourage autonomy and can assist in setting up success as hassle solving are visible as a collaborative project, rather than something which arises from the pinnacle down and seen as artificial. It has been arguably found that proper management is important for a commercial enterprise as it plays a large function in figuring out the performance with which the commercial enterprise will

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run and the level of productiveness that its people will reap. A major process of control is to get the nice out of their workers and appliance. They must set the recurring responsibilities of manufacturing up in one of these manners that they will be completed as correctly as viable. They do not need to set things up in this type of way that they've property being wasted as they may be not used correctly. Similarly, it is a process of management to maintain morale within the company as high as feasible. Appropriate managers will have interaction with employees in this kind of way that the workers stay enormously keen to images. This could hold the level of productivity in the firm. Without true management, the firm's profitability is reduced due to the fact performance and productivity decline. From any point of the primary consideration the success factor there it has been clear that to use the power in the right way to maintain the culture and management effectiveness that only possible to use the power of the organization.

b) Example of using power in the organization

The example of the use of power can apply many ways in the group's information, because of the potential for its misuse and the worries that it could engender, it is critical that the managers absolutely apprehend the dynamics of the use of power. Inside the utilization of professional energy, managers aware of their education, experience, and accomplishments as they practice in modern situations. An assured and decisive leader knowledge a business enterprise draws close of conditions and takes charge at the same time as situations. Managers ought to additionally hold themselves knowledgeable about development related to obligations which are probably valuable to the company and applicable to their know-how. A pacesetter which recognizes worker issues works to recognize the underlying nature of these issues and takes suitable steps to reassure subordinates. For e. g., if personnel sense threatened with the useful resource of rumors that they may lose administrative center location after the subsequent flow, the chief might likely ask them approximately this problem and then find out just knowledge a wonderful deal place of job space there can be and tell the subordinates, a pacesetter need to be careful no longer to flaunt or behave like a he apprehends the entirety. Assume a supervisor has asked subordinates to spend his day completing a crucial record. Later, at the equal time, because the supervisor is out of the office, the manager boss comes and asks the subordinates to drop that project and work on something else. The subordinates will then be within the awkward function of getting to pick which of two better-ranking humans to obey. Exercising authority often will give a boost to its presence in the eyes of subordinates. Verifying compliance clearly way that leaders must find out whether subordinates have made their request before giving rewards otherwise subordinates may not apprehend the linkage between their usual overall performance and next reward. The request this is to be rewarded has to be each affordable and feasible, of course, because of the fact even the promise of praise will no longer inspire a subordinate who thinks a request should not or can't be accomplished. The same may be said for a request that seems wrong or unethical. Amongst various things, the follower may additionally see praise connected to the unsuitable or ethical request. Ultimately if the chief promises a reward that subordinates understand she or he cannot truly supply, or within the event that they have little use for praise the manager can supply, they'll not be influenced to carry out the request. Similarly, they will develop skeptically from the leader's ability to deliver rewards which are probably really worth something to them.

c) Steven Luke's dimension in the organizational area at the scenario of power usages for the organizational success

Steven Luke's defines the concept of power by using pronouncing that "A exercises power over B while A impacts B in a way, contrary to B's hobbies." (Lukes, 2005) He describes power as having three dimensions and has divided power into three distinct 'faces', every focusing on a particular component of power." (Lukes, 2005) He describes power as having three dimensions and has divided power into three distinct 'faces', every focusing on a particular component of power. choice-making power, schedule-setting power, and ideological power. The fulfillment of the employer in guy senses can be the critical troubles of the supervisor how the dimension can affect the organization. The first dimension of power fits in with the pluralist view and states that there's an open, obvious system, even as recognizing that political sources aren't distributed evenly, they may be added not completely centralized with a small organization of the elite. The actual selection-making power i.e. the power to vote on a regulation, introduce new payments rests with political actors. The fulfillment of the employer in guy senses can be the critical troubles of the supervisor how the dimension can affect the organization. Power is frequently exercised in a mile's refined way that the one-dimensional view shows. The manager of the organization usually tries to do the manner of organizational flows practices in pleasant measurement mamelukes 2nd dimension of power is an elitist view of power. This view acknowledges the power we are able to see, like in the one-dimensional view however also acknowledges that power is also concerned whilst precise problems are left off the time table as a way to keep away from the struggle. The primary measurement might simplest examines the apparently open discussion and the results of warfare over matters

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actually allowed onto the time table, however, miss the subtler workout of power (Luke's, 1974). Luke's describes the third measurement as being the "ideal and most insidious exercise of power." It has been assuming a terrific instance of this kind of power in movement is the manner in which capitalists have manipulated the interests of the working lessons to agree with that capitalism is in reality in their excellent hobby rather than communism. Thru channels including training and media, the ruling elegance had been able to instill these values to the volume in which human beings see no opportunity the 1/3 size of power Luke's highlights is ideological power or the power to form dreams. It seeks to pick out "the way through which power influences, shapes or determines conceptions of requirements, opportunities and techniques of challenge in the situation of It lets make it effective groups, together with government or massive commercial enterprise, to make people suppose that they agree to something or need something which could actually be harmful to their very own pursuits. Folks who keep power within the device will be general by means of the people, because of the peoples' notion in the system (Luke's, 1974). It describes the idea that power may be used to manipulate a person to do what you need by using converting what it is they honestly want or want e.g. workers accepting the capitalist machine. Ideological power may be exercised through ideological institutions including religion or the media i.e. the elite/A' take manage of facts and media channels and 'B' is socialized into accepting or even assisting the ideas recommend by means of 'A'.

d) How powers can influent to lead the success always

The great leader has some of the great quality only in common is how the leader ensures the power efficiency in rightly point with ensuring the culture and ensuring the effective management system of the organization (Nevis et al., 1997). It has been a clear concept is that achieves the larger scale ideas through the vision that is to be accomplished of the organization. But how they do it to understand the organizational culture, what much be means the power of them as. Many people think that power and influent are the same but there two terms are different in many senses at the context of organizational success criteria. Power is the capacity helps to adopt the change management and create an effect on the others potential influence by using the resources (Zahra, 2002). Using the resources is the main point to touch the ultimate point of the organization by using power there would be possible to touch that line because the power function related to it belonging not only to the leader built also the follower and the scenario (Heifetz and Heifetz, 1994). The influences of the power contribute to change the target attitude what would be changed, theta values the requires for, believe what the cultural norms there need to adjust for effective management system of the organization (Pollitt and Bouckaert, 2004). Power is a part of a go out. In order for strength to exist, it has to be allowed to exist. As an instance, a dictator cannot have absolute strength until his followers have given up their power. Which will exert power, a leader, needs to have assets and motivation. Resources include such things as money, competencies and/or intelligence (Greenleaf, 2002).

It might also have the sources to shed pounds, as an example, however, if the lack motivation, then it will no longer have the power to accomplish my intention of weight loss. Taking place, the contradictory aspect, it can be inspired to turn out to be a stick insect, however, if there lack the resources, such as beauty and expertise, my motivation means absolutely nothing. Consequently, it is merely while assets also motivation suit well collected that leaders can progress as well as utilize control. There are 5 approaches that leaders can have an impact on others: coercive strength, legitimate power, expert power, reward power, and referent control. Coercive control is constructed totally on panic. Worry of presence hurt, off-color handled, or else disregarded permits people with coercive power to regulation over the fearful. A pacesetter high in coercive control receives others to follow by using communicating' that failure to comply will lead to punishment. An instance of a person who used coercive strength was Hitler. Valid energy is based on the location, workplace, or name held with the aid of the leader. Commonly, the higher the placement or reputation, the greater compliance the chief is capable of getting from the fans. The president, dean, director, or chief govt. officer can theoretically "call the shots" in a company and be fairly certain his or her commands may be finished. A frontrunner high invalid energy gets the compliance of others because they sense that this individual has the proper, by way of the distinctive feature of the role, to count on that recommendations may be observed. It has been thinking that we will all agree that we know a pacesetter which has valid power. Professional power is power based totally at the knowledge, talent and/or skills of the leader. For expert power to exist, it must be coupled with admiring for that expertise, talent and or talent, at the side of the assumption that this knowledge is treasured to fans. A leader excessive in professional power is seen as having the knowledge to facilitate the paintings of others. The honor results in compliance with the chief's wishes. A neurosurgeon is someone who has expert powers. It's far important to remember the fact that there are times that fans surely have more professional energy than leaders. Can you see an instance? Recompense power is power grounded totally at the leader's ability to make available rewards in lieu of different people. People who keep an eye on a leader by means of praise power trust which going at side of the leader's

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inspiration will cause high-quality motivations, which includes pay, advertising, or else recognition. Referent power is based on the leader's personal developments as well as the want others have to be referred to or related with humans or having an effect on. Traits consisting of appeal, the air of mystery, and creativity are all intangible however very actual characteristics of most leaders. They are able to command awe, admire, and loyalty. Leader excessive in referent energy is generally preferred and fashionable via others due to the personal. This admiration and identity with the leader affect others to behave at the leader's recommendations. Which sort of power do you operate? Is there one great type of power to have? Now not sure. Effective leaders use as most of the five bases of energy as viable. In reality, sincerely effective leaders are capable of using all five power bases to a few degrees. Followers who're aware of those bases of energy also can use them to restriction or manipulate the leader's power. Power has been influent from every point of success but the question is the effective and right ways of using to make the organizational culture in a congenial manner and effective management that leads to making the organization successful through the proper influences (Selznick, 2011).

e) *Empirical analyses of the power usage, the high drives, the success of the organization*

Power in addition to influence is essential human spectacles which might be deeply embedded at the psyche plus aware persona of beings (Adler and Brett, 2014). The distinction amid right also unsuitable use of control is the distinction between achievement as well as failure, excessive also low productiveness, motivation and disillusionment (Wildavsky,, 2017). If we see some of the examples of the power usages that leads to success in culture. Firstly, if we see the cross sections usage of the power that not highly related with the modern organizational management in highly figure but they need to observe in many reasons as in line with the western management system of the organization the cross-sectional sublime of strength practice within the contemporary alternate does now not completely resemble to the freedom further to liberty this is the center of Western civilization (Singh, 2009). Properly leaders do not carry out responsibly enough. Intelligent managers in addition to college professors do not deport yourself by using some mental in any other case perceptive cognizance. Uncertainty as well as disregard aimed at different specialists further to nonprofessionals abound. These arguments to disintegration of managerial knowledge, that is occurring simultaneously with rare reports of static or falling productivity round the arena (Balk, 1996). The world is obviously not doing a superb abundant project of correctly piloting its deliver into the imminent. As an example, witness how global leaders manage badly the power woe in addition to dragging their feet on a problem of crucial importance. So, the use of the conceptual power leads the success, not the imposing issues. Each organization be there suffering from the power and the associated lifestyle of the organizational, power may be very close to the person that concern with the overall driving pressure of the organization. The determination to the corporation of the lead on the whole affects the strength paradigm of the success their strength performs an enormous function (Collis and Montgomery, 1995). But the absence of the right willpower to use the power fails to create the managerial and moral values of the corporation this leads to low productiveness in that instances their strength makes use of is the term card of the organization (Mowday, 2013). (Argyris, 1964) Scrutinized that exploitations of muscle, deficiency of organizational entrepreneurship as well as creativity, an inadequate rigger for examining the fine affect the organizational end result. Fromm, that observation is clear that how the importance of the popper uses of power for the success of the organization. The chief executive and the other c-suite people have the influence power to implement the legal issues also the formal power execution for the organizational develop there no more question that how they help to create the overall organizational culture and to make the management with the effective manner to the greater productivity (Kane et al., 2015).

Chief executive officials similarly to presidents who, by the way, have the particular of the maximum takings rates within the country, exist frequently obsessed by a false sagacity of formal power, ruthlessness, as well as inimicality which complicates their results. Organizational workers, alternatively, treasure trove themselves triumph surrounded in vicious circles of fate, also terribly, organizational improvement undergoes. The proper use of organizational manage can possibly help to improve an organization similarly to its leaders (Carroll, 1991).

Power is needed to govern as well as alter the imminent of departments plus groups, the outcomes of relational conflicts, in addition to personal safety also success (Burns, 1961). The greater the disorganization or conflict in a business corporation, the extra, the need for strength may be felt and sought. (Kahn, 1964). Explained even as a person seeks no longer simply energy, however, control as well, conflicts will be inclined to grow as a result confliction rises that impede the organizational culture and drift the productivity device of the organization. Right uses of power rather power the positive goal everyone minds in the organization, not roughly senses so their positive usage requires for. Due to the fact the positive intention requires decreeing the confliction issues and the proper sound management system of the organization. (McClelland, 1982). Explained that energy seeks a powerful and properly adjustive with the incredibly

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inspired time period and the proper power person cab the first-rate motivator to steer the organizational achievement for resource utilization. (Lawrence and Lorsch, 1967) Explained that power is prerequires for the success element, irrespective of the human being's internal want for the power as it helps to drives the success of the agencies from all merging issues. The diploma and the manner of the electricity usages are the feature of the intentions and the silk of the leader their organizational energy is step by step works as the managerial resources if this is possible to apply it within the favorable manner of the organization additionally the sensible involved troubles to handle the scenario for the success aspect. (Mintzberg, 1989) Explained that proactive design of the power system of the organization is not viable but their possible to create certain meaningful steps that leads toward the expert, psychological and morals values typical lead to attaining the organizational goals. The pay out of dangerous have an effect on makes usage of all or else any of the impact bases, power competencies, as well as power bases termed before (Fiske, 1993). but power is an impartial management means, it's far a dyadic creature, having faces (ACK, and WAAI,, 2004). Even expert power the irrespective of power bases—may negatively, devastatingly, and iniquitously if within the palms of an iniquitous supervisor (Carli, 1999). normally, engineering experts insufficiently developed in human talents, philosophical vision, or intercultural interplay, are not able to address power properly. The disbursement of horrific energy uses any or all of them have an effect on bases, effective abilities, and energy bases defined in advance (Deming, 2018).

As such, even though power is a neutral control resource, it's miles a dyadic creature, having faces. Even expert power the no matter electricity bases—may be used negatively, devastatingly, and iniquitously if in the arms of an iniquitous supervisor (Pettigrew, 1972). Usually, engineering professionals insufficiently advanced in human abilities, philosophical vision, or intercultural interaction, are not able to deal with power properly. Likert (1967l give an explanation for how the power has an impact on the overall performance with higher productiveness through applying the maximum influential energy is professional and referent strength. McGregor (1985) discovered that enactment come to be approximately linearly related to dedication. At higher dedication similarly to extended determination be capable of best be better via the real use of expert power plus paintings undertaking, together by way of a lively forecast of orientation power, administered with a collectively amount of valid power (Wildavsky, 2017).

f) Rationality interpretations, conflict reduction culture management and Effective Management

Above discussion, the level of power uses to lead the organizational success. It has been observed that the power is very much important and the prerequisite factor for the success of the organization hence the power uses the proper way mostly the positive nature of the organization. The power play as the role of effectivities motivator to influence the stakeholder by using all resources effectively. All a factor leader makes a culture of the organization to maintain the power of the network to make the better communication flow vertically and horizontally of the organization. The powerful impact on the product on raising the entrepreneurial skills and helps to raises the proper integration through the organizational culture habituation. Furthermore, when the power makes a channel of communication with creating the congenial culture of the organization their conflict mitigation that lead the higher productivity. Proper usage of power helps to make the good and congenial cultural norms and the values of the organization that deliberately works as the motivator factors as whole sense integrated make the effective management that is the crucial issue of successful organization. The uses of power ways lead to success in the organization about the transparent issue is how effectively and judiciously it will be (Pinto, 2000).

V. Conclusion

Power is nothing when the power will be used in a mislead way but it will be the best term for success factor when the power will be used as the best motivator factor through effective utilization (Pfeffer, 1992). Power helped to create a congenial culture that creates positive productivity by taking the negative side too a little point. Power be the best term for performance raising when the manager or leader uses the power through making the power network with creating cultural norms and values and effective management making. Proper uses of the power can always lead to the success in the organization bout the negative uses of power may affect the performance in the overall matter. Power is the matter in all the cases. It leads to achieving the organizational goal making the integrated system of objective attainment. By executing the power manager or leader try to ensure the affirmative view of goal attainment that makes the feasible of the organization overall result and the success. It all about the influencing that means about the power application effectively (Frazier and Summers, 1984). The effective usages power of the organization makes the congenial forces into the culture system and the management of the organization.

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