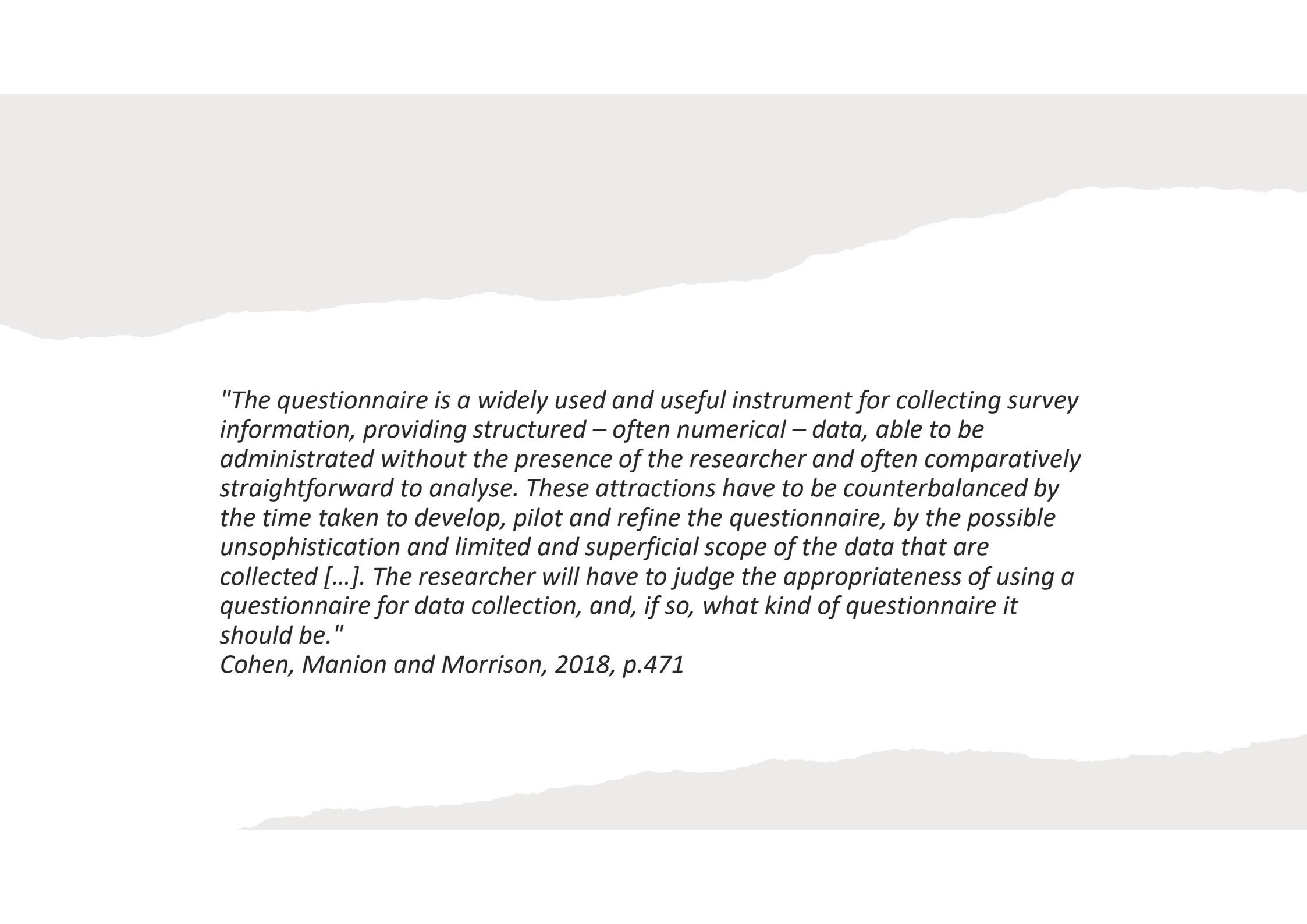


Monika Owczarzak

Human resources manager recruitment

“the transformative power of compassion is critical to leader performance and has garnered increasing interest in business settings”(shuck 2019)

The impact of compassion extends to the workplace, and leaders are crucial in establishing the legitimacy of this influence. Compassion leadership is very important, leaders which shows behaviours like integrity accountability empathy authenticity and dignity are more likely to influence individuals in organisation in the result of better performance.(Shuck 2019)



"The questionnaire is a widely used and useful instrument for collecting survey information, providing structured – often numerical – data, able to be administrated without the presence of the researcher and often comparatively straightforward to analyse. These attractions have to be counterbalanced by the time taken to develop, pilot and refine the questionnaire, by the possible unsophistication and limited and superficial scope of the data that are collected [...]. The researcher will have to judge the appropriateness of using a questionnaire for data collection, and, if so, what kind of questionnaire it should be."

Cohen, Manion and Morrison, 2018, p.471

When used as the main technique of data collecting, questionnaires provide the following benefits:

During the data collection procedure, the researcher should have little or no prejudice.

Uniformity: The same questions are posed to each respondent.

Efficiency in terms of cost

Potential for obtaining primary data in a shorter amount of time

During the data collection procedure, the researcher should have little or no prejudice.

Respondents typically have plenty of time to consider their answers before responding.

Possibility of using an online questionnaire to contact responders who live far away

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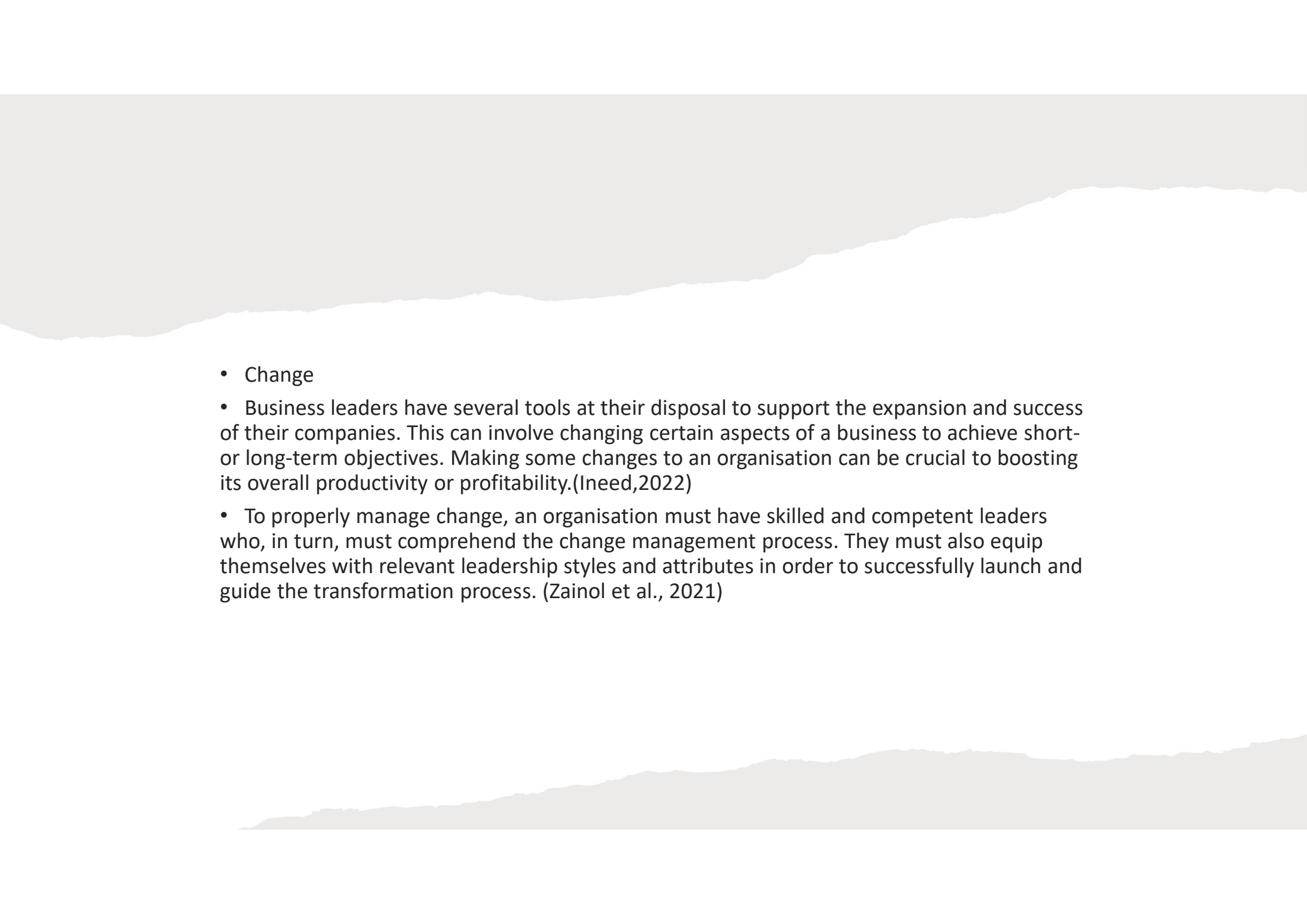
As a result of the questionnaire, which was designed to evaluate my leadership style in categories of autocratic, democratic, or laissez-faire style. I have been mostly linked to autocratic leadership style. I do not necessarily agree that this is leadership styles that represents me best . In my opinion there a portion of the autocratic leadership style that mirrors my own, however I mostly feel like my approach towards my team is more democratic than autocratic. I believe that motivating and supporting leadership has a better and more positive impact on employees then the autocratic style. I would not like to lead my team in the way that is demotivating. This position will benefit from moving forward from a autocratic leaderships style to a democratic style, or in which everyone opinions are considered within the HR department. The previous manger had a very old school autocratic style of approach which did not allow for others impute. The department needs to move to a more democratic way of leading. I would describe myself more of a authentic leader. Harvard Business School describes the Authentic leadership style that represents people with high standards of integrity, accept accountability for their actions, and basis decisions on principles rather for immediate gain which are all examples of authentic leaders. Authentic leaders build relationships with coworkers, shareholders, and employees by letting their inner moral compass direct their daily behaviours. As a new manger I would strive to based my decision off of what is best for my team. This will bring a friendly work atmosphere and improves team performance. The most important aspect of authentic leadership is inspiring motivation. As a leader I aim to build a meaningful relationships with the workforce.

Emotional Intelligence

Emotional Intelligence is the “ability to monitor one’s own and other people’s emotions, to discriminate between different emotions and label them appropriately, and to use emotional information to guide thinking and behaviour” (Salovey and Mayer, 1990).

Being able to establish connections and relationships with staff members is advantageous for managers in professional or business environments. Building strong relationships with managers and fellow employees is beneficial to workers. While some people would rather avoid conflict, it's important to appropriately handle problems when they come up. Empathising with people's needs, demonstrating true compassion, and supporting people's continuous personal development are all examples of emotional intelligence. A leader can interact with their followers more effectively when they consider their feelings.

(Frothingham,2023)

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- Change
 - Business leaders have several tools at their disposal to support the expansion and success of their companies. This can involve changing certain aspects of a business to achieve short- or long-term objectives. Making some changes to an organisation can be crucial to boosting its overall productivity or profitability.(Ineed,2022)
 - To properly manage change, an organisation must have skilled and competent leaders who, in turn, must comprehend the change management process. They must also equip themselves with relevant leadership styles and attributes in order to successfully launch and guide the transformation process. (Zainol et al., 2021)

The organization is facing a change moving forward from manual operation to AI. This change might have negative impact on employees as the first thing workers will acknowledge that their position will be reduced as artificial intelligence would take over. As authentic leader who creates relation with coworkers and trust I would try to find a way to make sure that everyone keeps their employment. Doing so there will be unnecessary change of the structure and shifting job task to make sure that everyone has a job. This change is extremely important for the company as moving to modern way of production the company will save time and money which is necessary for the well-being of the company. According to Forbes authentic leadership encourages employees to learn in this particular situation this kind of style will have a big impact on the change which happened within the company. As we said the company is moving from manual to IA system for the operational reason authentic leadership style will bring new opportunities for the employees to learn new fields so they can keep the jobs. According to Tomas Chamorro-Premuzic(2021) the authentic leadership has its disadvantages is very important for a manager to not become fake in the eyes of the staff. That will have consequence in the collapse of the principles of this leadership style.

As a HR manager I would move forward the department from autocratic style of leading to more modern way where employees opening matters. Building positive relation with workers will result with better adaptation to the change. As HR department I will concentrate on retraining them so the company can provide new opportunities as the current position will be dissolved.

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