Journal Publication of International Research for Engineering and Management (JOIREM)
Volume: 04 Issue: 10 | Oct-2026
ISSN (O) 3107-6696

Effective Team Management and Leadership: Strategies for Enhancing Organisational Performance

PRAMOD KUMAR

Enrolment No: PHD0000065
Program Program:PHDMGT

Indira Gandhi National open university
Maidan Gargi
New Delhi -110068

Abstract - Modern leadership theory emphasizes a shift away from purely task-oriented models toward people-centered approaches that prioritize employees and customers as core stakeholders. Studies highlight that leaders who cultivate trust, empathy, and employee engagement foster greater organizational adaptability and customer satisfaction. Emerging evidence on the use of 360-degree feedback demonstrates its effectiveness in enhancing leadership development by providing holistic performance insights from multiple perspectives. Parallel research into team conflict management underscores the value of constructive conflict resolution in promoting innovation, cohesion, and collective decision-making. Furthermore, investigations into person–organization (P–O) fit and person–job (P–J) fit reveal that alignment between individual values, skills, and organizational culture plays a decisive role in team selection, employee retention, and long-term effectiveness. Collectively, these findings suggest that leadership effectiveness in contemporary organizations is increasingly defined by the capacity to integrate people-centric leadership, multi-source feedback, conflict resolution strategies, and fit-based selection into a cohesive framework that strengthens both employee well-being and organizational performance.

KeyWord : Person-job fit and person organization fit , people leadership, 360 degree communication, bell curve performance management, conflict management, Team Management .

Introduction

In today's rapidly evolving work environment, effective team management and leadership are essential for organisational success. Leaders must foster teamwork, maintain morale, and ensure high productivity despite . challenges such as remote work, cultural diversity, and technological advancements. This research aims to ' explore key strategies and principles that drive successful team management and modern leadership practices, their impact on performance, and how these approaches can be adapted to meet the unique needs of different organisations.

Whole research based on Work force management in team by j-fit , O-fit and Bell Curve theory of performance management.

Whole concept is team management and best talent management in team.

In project I am taken to team one outsourced Employee and internal Employee. Her best talent management for internal Employee.Her case study I am taking CBM Chanel where I am work and sales manger Chanel Both Chanel is lead by Zone Head. In whole concept I am gonging to filter Employee by bell curve theory that is filter in CBM Chanel for performance management. Also filter work as person job fit and organisation fit.And Promote to main channel that is sale Chanel.

Research Problem

Every HRM Problem is Selected candidates is not fit in Team Culture.Problem in selected candidates to fit in team culture. How Assessments of Team fit shape the hiring process.Team Leadership is another problem that is found in every Leadership best way of leadership style and team management. Team conflict is another problem in team management that is create problem in team and progress management. These problem is effect team and team management. These problem also increases the Attrition rate in team. That show poor management of team that also affect show in leadership style and poor HRM in team . Select Candidates is not fit in team.

HRM industry present facing challenging problem effective human resource management. Current organisations need high performing team that is process is form, develop and fit in team claimant.

A new approach for more effective employee resource decision-making . New Type of leadership style where encouraging the involvement of team Member in decision making.

Current HRM industry need technical and behavioural screaming, high- performing candidates to disengagement or reduced performance due to a mismatch with their team.

Current selection processes lend to evaluate team climate fit.

· High turnover cost - cost based on hires and employee's annual salary

· Missing team member coordination - that problem rise from bade team hiring.

Research Objectives

1)To examine the critical role of leadership in team - dynamics and organisational outcomes.

2)To identify strategies that successful leaders use to build, manage, and sustain high-performing teams.

3)In effective team management person job fit and organisation fit .

4) how fit theory help manage team and Selecting candidates for team.

5)To assess the relationship leadership modern styles (e.g., transformational, transactional, servant leadership, people leadership) and team effectiveness.

6)To provide actionable recommendations for improving team management practices across diverse industries.

7) team performance management using bell curve theory of performance management in job fit and organisation fit theory.

8) Leadership development through 360 degree feedback An experience sharing of need

9) conflict resolution strategies in team

Research Questions

A. What are the most effective leadership styles for fostering teamwork and productivity?

B. How do communication, motivation, and conflict resolution strategies impact team performance?

C. What role does emotional intelligence play in effective team management?

D. How do external factors (e.g., technology, culture) influence leadership and team dynamics?

E. how organisation fit theory person job fit effect team management.

F. Individual in Team and job fit and organisation .

G. How does People-Oriented Leadership influence the balance between employee well-being and organisational performance, and what factors moderate this relationship in contemporary workplaces.

H. HRM Problem is Selected candidates is not fit in Team Culture.Problem in selected candidates to fit in team culture. Solve these problems need new approach of HRM .

I. How Balance theory of leadership solves the current team leadership .

Research Design

Data Collection Methods

A. Recruitment drive : From different agency for team management

B. Survey: Administer surveys to employees and leaders across various organisations to gather quantitative data on leadership practices and team outcomes.

C. Interviews: Conduct in-depth interviews with leaders and team members to collect qualitative insights into leadership

challenges and success stories.

D. Case Studies: Analyse successful organisations to identify patterns and best practices in team management.

Sample Population

A. By recruitment of candidate from job agency .

B. The study will target professionals from insurance sale industries, healthcare and finance.

4. Data Analysis

a. Use statistical tools to analyse survey data.

b. Apply thematic analysis to interview and case study data to identify recurring themes and patterns.

c. Apply advance excel formula

8. Expected Outcomes

A comprehensive understanding of the relationship between leadership styles and team performance.

Evidence-based strategies for improving communication, collaboration, and conflict resolution within teams.

Practical recommendations for training and developing leaders to meet evolving organisational demands.

9. Significance of the Study

This research will contribute to the growing body of knowledge on team management and leadership, offering actionable insights to practitioners and scholars. By addressing the challenges faced by modern organisations, the study aims to provide leaders with tools and frameworks to foster team effectiveness and drive sustainable success. Human resource analytics using Excel .

Timeline

Month 1-2: Literature review and refinement of research questions.

Month 3-4: Development of survey instruments and interview protocols.

Month 5-7: Data collection (surveys, interviews, case studies).

Month 8-9: Data analysis and interpretation.

Month 10: Report writing and dissemination

12. Research Survey

Research Survey by zoho Survey, Surve monkey, NCERT ,Question Pro, Questionnaire generation -Type Form,

Formester.

Methodology

This study will adopt a mixed-method approach, combining qualitative and quantitative research to explore diverse perspectives.

Software

statistical tools to analyse survey data and using Excel, STATA, NVivo, Atlas.ti, UCINET,

QCA, SPSS AMO, MAXQDA ..

Thesis Structure

Chapter 1 Leadership in Team

Chapter 2 Team Management, conflict Management

Chapter 3 Team Performance Management, workshop, Talent Management

Chapter 4 Excel data Modelling , Survey Analyse

Chapter 5 Conclusion

Chapter 6 Appendix Questionnaire

Chapter 2

Literature Review (Brief Overview)

Existing literature highlights the significant role of modern leadership styles in shaping team performance. People Leadership Path-goal theory Transformational leadership is often associated with innovation and motivation, while servant leadership emphasises empathy and team well-being. However, there is a lack of consensus on which approach works best across different industries. Studies also show that emotional intelligence is critical for leaders to navigate interpersonal challenges effectively. Despite these insights, more research is needed to develop holistic, adaptable strategies for team management.

Job fit and organisations fit theory how help in team management. Team performance management through bell curve theory of performance management.

There lawyer performance Examine three theory

Academic and psychologist Amy kristof-Brown proposed that person organization - fit and person - job.

Person - job Fit

The person - job fit theory defined by kristof (1996), is the compatibility between an individuals characteristics and characteristics of a specific job or task.

Academic and psychologist Benjamin Schneider in 1987 proposed that (ASA) framework.

ASA framework in human resource management that is attraction, selection, and attrition that is three pillar of ASA framework of theory.

Theory framework explain how organizational culture shaped the personality of member organization a continuous cycle of attraction, selection and attrition.

What is the Bell Curve Theory of Performance Management?

The Bell Curve (or Normal Distribution Curve) is a common method used in performance appraisals. It assumes that in any large group:

• 10-20% are top performers (high achievers),

• 60-70% are average performers (core contributors),

• 10-20% are low performers (underachievers).

Managers use this model to rank employees against each other, typically forcing evaluations to match the curve.

People Leader (Balance theory of Leadership)

Here's what defines an effective people leader, broken down clearly:

1.Empathy

They care about their team's well-being, growth, and experience. They listen more than they talk and never lead from a

pedestal.

2. Clear Communication

They set expectations, give feedback that's actually helpful, and don't hide behind jargon (technical words). People know where they stand.

3. Accountability + Support

They hold people to a high standard but also make sure the team has what it needs to succeed — tools, clarity, time, backup.

4. Talent Development

They don't hoard stars. They help people grow, coach them, and celebrate their progress even when it means outgrowing the current role.

5. Consistency

They're dependable, fair, and don't play favourites. You know what you're getting from them day to day.

6. Team Advocate

They fight for their team, shield them from unnecessary noise, and speak up for what's right even when it's uncomfortable.

7. Emotional intelligence

Manages interpersonal relationships effectively.

8. **Inspiration over authority**

Leads by influence rather than command.

9.**Empowerment**

people Leader Believe in Empowerment of team members

10. **Good lessioner**

people leaders is good lessioner in team members

Effective people leaders consistently demonstrate:

• Empathy & Active Listening – understanding team members' perspectives and emotions.

• Relational Communication – clear, respectful, and motivating dialogue.

• Collaboration & Team Building – fostering cooperation, inclusion, and shared responsibility.

• Recognition & Support – valuing contributions, giving feedback, encouraging growth.

• Conflict Management – resolving disputes constructively while preserving relationships.

• Trust & Integrity – fairness, consistency, and transparency in actions.



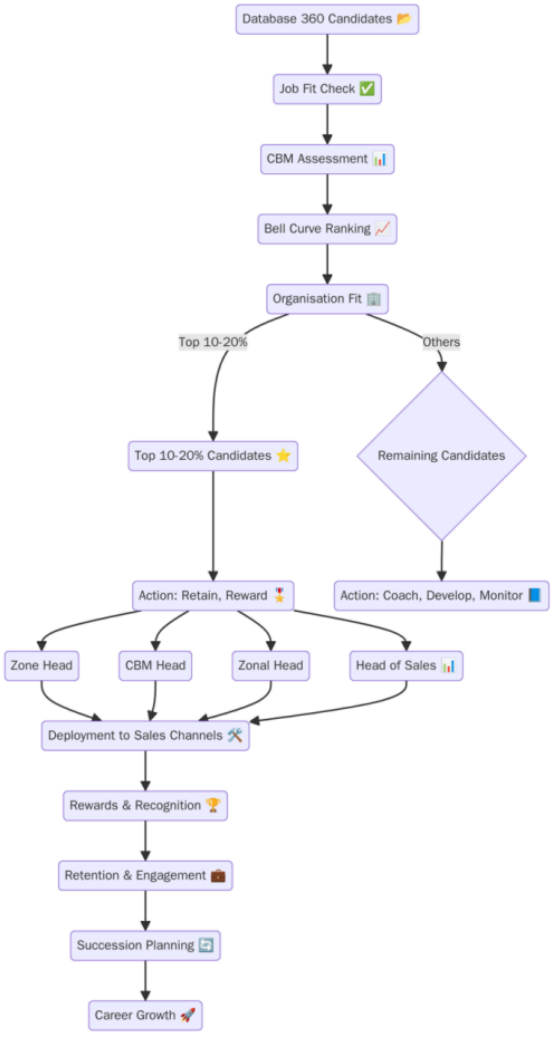
Figure 1

Parameters	CBM	Attrition	sales	Attrition
Leadership style	maybe	High	Maybe	Low
Job satisfaction	Low	High	High	Low
resigning	High	High	Low	Low
Team relationship	Conflict some time	High	Conflict some time	Low
Wage compensation	Low	High	High	Low
Fair decision	Low	High	High	Low
Resource allocation	may be	High	High	Low

Table 1 CBM and sales Chanel Attrition

Figure 2

Journal Publication of International Research for Engineering and Management (JOIREM)
Volume: 04 Issue: 10 | Oct-2026
ISSN (O) 3107-6696



5. Integrating the Models: Smarter Performance Management

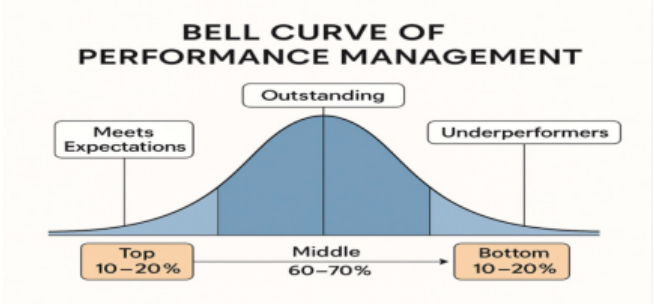


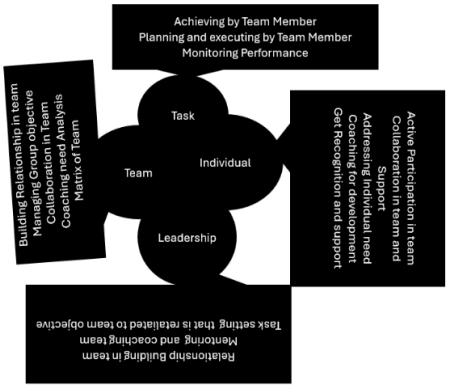
Figure 3

Factor	Bell Curve Insight	Actionable Strategy
Low Performers	Misalignment? Lack of skill? Poor fit?	Diagnose: Job fit or Org fit issue? Retrain or reassign instead of exit.
Middle Performers	Consistent, reliable	Develop: Upskill, explore stretch roles
Top Performers	Strong job/org fit	Retain: Reward, challenge, promote

Table 2

Bell Curve Group	Likely Job Fit	Likely Org Fit	Action Steps
Top 10-20%	High	High	Recognize, retain, reward
Middle 60-70%	Medium	Varies	Coach, develop, reassign
Bottom 10-20%	Low	Often low	Re-skill, realign, or exit

Table 3



Team Management

Figure 4



Chapter 3

Conclusion

This research will provide valuable insights into the art and science of team management and leadership, equipping organisations with strategies to navigate complexity and achieve Maintained for a prolonged period without interruption growth.

People Leadership study based on Prioritises empathy, trust, and people development that is core idea of people leadership. people leadership increase the happy work space that is resent every organisation taken and adopted .

Core idea	Focus	Advantages	Theoretical base	Strength	Opportunities
Prioritises empathy, trust and people development	Employee well-being, inclusion, and empowerment	Boosts engagement, and innovation	Morden leadership practice (servant, transformational, empathetic leadership	Build trust, statisfation, and Morale strong Employee engagement and retention improves collaboration	Fit for moder n leadership, focus on well-being, inclusion and diversity strengthens employer branding in competing in
				Concession	markets

Table 4

When focus in in that table that show that people leader is fit in Morden leadership and increase happy workplace that is every organization promote .

Threats	Limitations
Result driven industryries may under values, it can be exploited by employees if boundaries unclear. Employee get more demanding	Can reduce productively focus, may be less effective increases

Table 5

When we focus that table Threats and Limitation that Show that Goal and task oriented is not work hear and may be it work slower and employee become more demanding and exploited by employee.

That happen people Leadership more band to employee. Leadership come with authority and empower power to according to situation that come to in Leadership

BIBLIOGRAPY

Research Paper from Research gate

1) testing a model of employee selection: a contextual approach, Kiyoe Harada HRD Research Jeffry S. Bowman Bowling Green State University

2) ten ways of managing person-organization fit (p-o fit) effectively: a literature study Sutarjo ,

3) lecturer business administration study business administration and accounting faculty telkom management institute, Bandung.

4) international journal of business and social science vol. 2 no. 21 [special issue – november 2011] person-job fit, personality, organizational commitment and intention to stay among employees in marketing

departments Goh Ee Leng, Michelle Lee Chin Chin ,Department of Psychology, faculty of science and technology, Sunway Universit

5) The impact of person job fit and person organization fit on employee job performance: A study among employees of ser, Zulfiqar Ali Rajper, Ikhtiar Ali Ghumro

6) Leader member exchange theory berlin erdogn, talha N.bauer

7) Conflict Management in Organization, Davor Dujak, University of Osijek

8) Team Management Alan S. Gutterma

9) Strategic leadership : Akeybtoborganisational effectiveness and improvement

10) Identify individual – Team, and organisational – Level Factors that Affect team performance in complex doamains based on recent literature. Jad Atweh university of florida, sarah li virginia university of virginia

11) Person-OrganizationFit : An Integrative review of its conceptualisations, Measurement, and implications Amy L Kristof College of Business and management university of Maryland

12) Head, Heart, and gut in decision making : Development of a Multiple Brain preference questionnaire Grant SAGE Open

i. Book

13) The essential of leadership in government, By parry pleas, collette squires &lengaris

14) Leadership in organisations, Gary yukl

15) Conflict management, stephan proksch ,Springer

16) Organisation behaviour, robbins, sp, judgeT.A. sang

17) Leadership theory and practice northouse, p.g sage publication

18) Brian griffith and ethan punham, working in team moving from high potential to high performance , Sage publication

19) Human resource analytic strategic decision making byNishant uppal pearson

20) Coaching team, alyssa admins , pearson

21) Organization development and change in mind top, 11 Edition thomas g. cummings's christopher g. worley

22) Organization development, 6e, french wendell L

23) Strategic conflict management : aA game theoretical introduction peter- j jost

24) Leadership:Thory and , peter G. northouse

25) Performance management strategies, interventions, srinivas r. kandula, phi

26) Performance management soumendra narain bagchi

27) Microsoft excel 2019 data analiysis and business middling wayne L winston, phi

28) strategic human resource planning, 7 th Edition Monica abel court, CENGAGE

29) The Psychology of team working and collaborative processes, jonathan Passmore, wiley blackwell

30)Employee Training and Development Raymond A. Noe McGraw-Hill irwin