

# **Influence of Leadership Style on Organizational Culture: An in-Depth Literature Review**

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In recent years' organizations are facing many challenges in Organizational leadership. Due to Pandemic situation individuals at the workplace is not able to provide their maximum input to their work. Leadership style plays a vital role in making organizational culture. The different Leadership styles provide unified cultural values to the organization, so it helps to develop good teamwork, efficiency and increases the productivity of the organization. Organizational culture included a set of values, beliefs, expectations, and practices that are followed by all team members of the organization. Through proper understanding of Organizational culture and approaches can bring an impact on the organization to identify the kind of Leadership style adopted in the organization. The different Leadership styles adopted in the organization help the employees to develop a positive outlook towards their assigned job role, employees can easily adjust to new changing conditions at the workplace. Employees feel confident among themselves and enhance their efficiency and creativity. The Leadership culture enables individuals to face the harder times in the organization, so that individual can face any challenging situation and also willing to take a risk at their level and provide a strategic goal to a business. There are many studies focus on the keyword of Leadership style and Organizational Culture from the late 1840s started with Great Man Theory. Contributing to theories in the field, this study concentrates on Leadership style and type of Organizational culture like Clan, Adhocracy, Hierarchy, and Market to provide an improvisation for employee performance and to increase the efficiency and productivity of the organization. The main objective of the paper is to evaluate the type of Leadership style and Organizational Culture. The study is based on the secondary data analysis. In this research paper, reviewed paper about Leadership style and Organizational culture published in-between 2010 to 2020. The study contributes a positive outlook to organizational leadership.

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