



# Leadership Lapses: Their Impact on Employees' Wellbeing and Performance

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## ABSTRACT

To provide organizations with pertinent figures and information to enhance leadership efficacy and employees' well-being, this study investigates the connection between leadership lapses and their impact on employees' well-being and performance. Employee motivation and organizational culture are greatly influenced by leadership. Leadership lapses can result in lower production, higher attrition, and lower well-being of employees. The fundamental mechanics of this link are examined in this study, along with empirical data from many kinds of research, surveys, and recommendations for organizations looking to increase employee well-being and leadership effectiveness. Data on employee perceptions of leadership effectiveness and its relationship to well-being and performance are gathered using a mixed-method approach during the study. In this regard, 400 respondents, comprising 218 male and 182 female employees from various government and semi-government organizations of Pakistan were nominated, they were given questionnaires / asked questions on leadership lapses and how they impact workers' well-being and performance. As a result, it was found that there was a strong correlation between leadership lapses and the well-being of employees and their performance. Numerous viewpoints, theories, and paradigms were also looked for during the inquiry. The study's findings, which included workers' well-being and leadership lapses, showed how poor leadership seriously impairs worker engagement and the organization's output.



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## 1 | INTRODUCTION

Leadership guides organizations and motivates employees which is essential for the smooth functioning and performance of industries/organizations. Effective leaders encourage teamwork, motivate workers, and foster a positive work environment. However, ineffective leadership techniques, such as inconsistent communication, a lack of support, and a hesitancy to provide feedback, can demoralize staff members. This study examines the effects of leadership lapses on worker well-being and output, emphasizing the necessity of strong leadership in preserving an inspired workforce. Leadership lapses conduct affect your bottom line, goal achievement, productivity, civility, bullying in the workplace, and employee engagement. However, when executives track changes in departmental performance and attitude, they can improve bad leadership behavior. In my earlier study work, I discussed how to handle the complex, tangled, and demoralized environment by charismatic leaders (Ahmad et al., n.d.). Moreover, moments when you fall short, not because you do not care, but rather because you are overburdened, preoccupied, or just not aware, are known as leadership lapses. These lapses may appear in several ways especially, Communication breakdown, and Your team may become perplexed and disengaged if you are unable to express your vision or expectations clearly. The leadership lapses include Lack of empathy, Lack of adaptability, Lack of employee listening, Lack of trust, Lack of flexibility, Lack of leadership skills, and Lack of culture alignment.

Employee productivity is impacted by poor leadership conduct inside an organization which is known as leadership lapses. It also affects the company's reputation, personnel dedication, and performance. Poor leadership behavior raises employee turnover, sick leave expenditures, disability claims, and legal fees, according to SHRM (Strategic Human Resource Management). However, the Harvard Business Review claims that businesses are not giving regular unethical activity enough attention, more people follow the leaders when one individual starts to cause trouble and leaders support them. The leadership with lapses and no employees is working hard due to the negative impact of the leadership, Christensen, C. M., & Raynor, M. E. (2003). Eventually, you will have a workplace full of workers who do not want to listen to each other. However, this issue is lessened for the entire organization if all leaders pay attention and respond appropriately. Hiring and elevating leaders who are not scared to have difficult talks is the greatest strategy to try to address a high turnover rate. Although nobody enjoys having to confront someone about their inappropriate behavior, it is necessary for the benefit of the workplace. Encouraging a safe workplace can be achieved most effectively by being straightforward and swift. A boss should never terminate someone on the

spot unless there is employee stealing. Bullying, rudeness, and subpar leadership must be thoroughly documented. This will be noticed and appreciated by other staff members. For this reason, it is critical to take preventative action to safeguard the workplace. Employees absorb poor leadership behavior. Negligent employee conduct poses a significant risk to the company. The alternative is to establish a community that consistently reinforces high-performance leadership conduct, has strong values, and enforces group behavior norms.

Effective leadership is to motivate employees and their well-being in a healthy environment. The leadership lapses like communication lapses, lack of encouragement, and unable to handle employees. These types of lapses of a leader can hamper the morale of employees and the performance of the organization. It will also lead to organizational issues which is detrimental. Various organizations have leadership lapses that impact the employee's well-being and performance. The comprehensive process due to which the lapses of leadership lead to well-being and performance. Organizations are unable to resolve these lapses to take remedial action on leadership lapses and their impacts on well-being and performance.

*Insufficient Knowledge of Leadership Lapses:* The motivation and welfare of the workforce are unknown to the bosses. Employee disengagement develops as a result of the leadership's altered behavior.

*Employee Reaction to Leadership Lapses:* The leader's poor behavior is having an impact on the staff, which demoralizes and stresses them out.

*Performance Consequences:* The research is required to find the leadership lapses to assess employee well-being and performance enhancing the productivity of the organization.

*Contextual Influences:* No top-level management is being paid attention to assess the organization's environment and leadership lapses impacting employees' well-being and performance.

*Need for Effective Solutions:* Due to a lack of observed data on campaigns that could successfully minimize the negative consequences of leadership blunders, the organization's top-level management is responsible for identifying the cause of leadership lapses and improving leadership performance.

## 2 | LITERATURE REVIEW

In formless environments where traditional procedures from more predictable eras are unlikely to apply, leadership is an essential process of inspiring group action (Haslam, Reicher, & Platow, 2020). Leadership impacts positive and negative roles on the subordinate and underworking employees (Hannah, Uhl-Bien, Avolio, & Cavarretta, 2009). Even though

contextual leadership is becoming more and more popular, due to which the leadership qualities has been derived from their contextual roles (Liden & Antonakis, 2009; Oc, 2018), it is still uncommon to study leadership effectiveness in an event setting because "research in organizational behavior is seldom timely enough to capture the impact of such events" (Johns, 2006: 390). Employee performance and productivity correlate with the high well-being of employees, who tend to be more dedicated and keep organized better than those with poor well-being, and loyalty and commitment rise as employee well-being rises. Millett (2010) proposed six reasons why well-being is important for employees, it improves performance, creativity, and productivity; it reduces the number of leave days; it pays attention to details; it ensures workplace safety; and it improves the quality of the job. Mazin (2010) went on to say that motivated employees are punctual, communicate better and avoid gossip, boost recruitment and retention efforts, and are more creative and willing to work hard. The literature revealed that low-wellbeing employees impacts an organization's total productivity by increasing costs, absenteeism, strikes, and a lack of desire and interest. They can also cause delays in carrying out their jobs or providing services. Although many factors contribute to or cause low employee satisfaction, evidence indicates that bad leadership in an organization is the most significant one. Organizations are susceptible to the effect of a leader's vision and decision, Fretwell (2002) places a high value on the function of the leader. One of the contributing factors to low employee well-being is poor leadership (Schuler, 2004). One of the best ways to help stop an issue is to explain the repercussions before they occur. Employees typically refrain from misbehaving when they are aware of the repercussions beforehand. However, if this issue is not addressed, a hole that is too deep to escape will be discovered. All toxic employees cannot change their ways, which is crucial at some point. Some folks just do not change their habits. It is time to isolate them from the rest of the workgroup and record everything if that happens.

On the other hand, Employees are frustrated and their well-being is lowered when they do not cooperate with management, have bad relationships with their coworkers, and work in a rigid atmosphere (Dye & Garman, 2006). The employee's wellbeing and motivation impact the productivity of the organization, therefore, the leadership is to follow strong HR policies for better handling and management (Ahmad et al., 2024). Respecting workers, improving their working circumstances and skills, and considering their entire life environment are all ways to manage and boost employee wellbeing on an immediate basis and its leadership. Employee tension and anxiety about their future in the organization are caused by unsatisfactory leadership techniques such as making decisions in small groups or teams, firing qualified employees, and cutting the budget. According to Dye and Garman (2006), a manager's accessibility, an open culture, and setting an example for staff members can boost employee wellbeing. Therefore, a leader should be able to foster an atmosphere of mutual trust among staff members, improving employee performance. It involves improved communication with staff members and setting a good example. Stevens (2009) offers five ways to address low well-being. According to him, managers should uncover best practices, hire for passion and customer focus, and draw in the right individuals using skill and conduct. Ramsden (1998) introduced the idea of Academic Leadership and suggests that leadership in higher education should have some qualities:

*Leadership in teaching:* It includes introducing new teaching ideas and adding excitement to the classroom.

*Leadership in research:* This involves setting examples of his research and providing guidance for the staff;

*Strategy, vision, and networking.* It involves establishing clear goals and communicating them to everyone;

*collaborative and motivational leadership.* It encourages people to give their all and try to achieve challenging objectives;

*Fair and efficient management.* This includes delegating tasks and organizing them;

*Development and recognition of performance.* It includes praising people's work giving them feedback and offering support;

*Interpersonal skills.* which includes considering other people's interests.

It is relevant to mention that, In 2016, the Society for Human Resource Management (SHRM) published a report on employee engagement and job satisfaction. According to the survey, more than 88% of participants were content with their jobs. Employee satisfaction reached its greatest point in a decade. It took a lot of effort to reach those statistics. There is always space for development, even in light of those figures. Positive actions by both employees and their leaders were among the main factors that contributed to overall job satisfaction in the workplace. As previously mentioned, actions that promote trust, interdependence, sincerity, empathy, risk, and success across all departments are examples of visible behaviors to embrace. Assessing the overall work culture shows how staff members feel about the

organization as a whole. Assessing departmental behavior provides insight into how well departments are performing. Managers are in charge of this performance. The report outlined the desires of the workforce. Their desired outcome is quantifiable and changes subpar leadership behavior:

- Respect at all operational levels.
- Proactive and constructive communication.
- Productive workplace culture.

A successful workplace culture is fueled by productive teams and group leaders. If you want better work culture behavior, it is critical that the training you provide is completely incorporated into better behavior, from leaders to their staff. The importance of good leadership can be understood through a variety of leadership theories. For example, transactional leadership concentrates on structured duties and rewards, whereas transformational leadership highlights the significance of inspiring and motivating individuals. Employee commitment and engagement may be hampered by lapses in these approaches (Bass & Riggio, 2006).

*Theory of Great Men.* Since most societies require heroes to identify their accomplishments and defend their mistakes, the search for common leadership attributes has lasted for centuries. In his "great man theory," Carlyle declared that only those with heroic potential could ever get to the position of leadership and that leaders are born". He supposed that great persons were not created; they were born. He suggested that although he did not control the course of history, the exciting individual endured complex in a historical setting. Rather than actions of distinction, the event centered man's role on "the repercussions of extraordinary capacities of intelligence, volition, and character." But the idea of leadership was proved immoral, as demonstrated by the cases of Hitler, Napoleon, and others, casting doubt on the Great Man notion. These outstanding men lost their implication, which delayed the organizations' ability to flourish (MacGregor, 2003). The great man leadership is essential to control the employee's wellbeing and satisfaction. As per Carlyle the leader will have a heroic quality and will handle all the lapses which will enhance the performance of the employee with their motivation and well-being.

*Theory of Traits.* Employee well-being and performance are to be increased when the leadership lapses decrease or are ended over. The traits of the leader directly impact their performance and impact on the employee wellbeing. According to the trait theory, leaders are born with specific physical and personality features that set them apart from non-leaders. The question of whether leadership qualities were inherited or learned was disregarded by trait theories. Jenkins recognized two qualities as essential to leadership: effectiveness traits (based on experience or learning), such as charisma, and emergent traits (those that rely largely on heredity), such as height, intelligence, attractiveness, and self-confidence (Ekvall & Arvonen, 1991). According to Max Weber, would be charisma. This early emphasis on the mental, physical, and personality characteristics that set leaders apart from followers foreshadowed a study that concluded followers and leaders differ just slightly (Burns, 2003). The establishment of trait theory as an inaccessible component fell out of favor due to the inability to identify the characteristics that all successful leaders shared.

*Contingency Theories (Situational).* The leadership lapses will positively impact the employees when the internal and external environment for the leaders are adjustable. According to the theories of contingency, no leadership style is exact when applied alone because it depends on a variety of variables, including the followers' circumstances and quality. "This idea holds that there is no one correct way to lead since the leader must adjust to the specific circumstances due to the internal and external aspects of the environment." Leaders typically do not alter the dynamics and climate of the organization; instead, employees do. The theory is also called behavioral theory which consists of the idea which shows a single way for leading under a specific situation. The situation theory revealed that the employees are unable to define the link with the contingency theory that the leader will be the center of leader and employee interaction. So, the employee's wellbeing and performance are directly connected with the leader's situation and adjustment.

*Style and Behavior Theory.* According to the style theory, each person has a unique style of leadership that they are most comfortable with this. It also recognizes the importance of certain essential leadership abilities that enable a leader to carry out an act while drawing a comparison between that act and the prior capacity of the leader. Just as one style does not work for everyone, it also does not work for everyone. The efficiency of management is the importance of Feidler & House's (1994) identification of two more leadership types. According to these researchers, deliberation which is concerned with public and connection performances and commencement structure were extremely important factors. Consideration is given to the degree of trust and rapport that a leader instills in his followers. On the other hand, initiating structure shows how much the leader defines, organizes, and guides his or her own and the subordinates' tasks, as they have a role in the success of the company, its profit, and its objective. There are 03 types of

leaders, Autocratic, democratic, and laissez-faire. Autocratic leaders make decisions without referring their juniors; laissez-faire leaders allow their juniors to make conclusions and hence assume no true leadership role; and democratic leaders refer their juniors to prior decisions. So, better leadership is democratic, in which the leaders know regarding the well-being of the employee. If these qualities are available in leaders, the employees will work with high morale and the performance of the organization will also be enhanced. Some leaders have quality but they fail in a situation, however, in other conditions, they handle the employee's well-being.

**Leadership in Process Theory.** Several leadership theories with a process orientation including charismatic leadership, principal-centered leadership, learning organizations, and domestic leadership are being developed. In 1970, A person who was naturally a servant was given the leadership role. "The servant leader prioritizes the employee requirements and assists them in becoming more self-sufficient, open-minded, and conversant." Additionally, the servant leader acknowledges the "have-nots" as equals and is more concerned with them (Greenleaf, 1996). Leaders have to clear their vision, cultivate and believe transcends themselves. The organization's or the community's leaders link themselves or their vision with others. With an emphasis on social responsibility, these and other emerging theories of process leadership frequently imply that leaders' job is to improve the lives of others. The study of leadership seems to have undergone a noticeable change. Thus, employee performance depends upon the leaders' behavior and style of leadership. The clear vision of the leader proves the right path to employees.

**Theory of Transactions.** The specific perspectives of the leader, the leadership environment, and the follower had started to give way to approaches that concentrated more on the relationships between leaders and followers by the late 1970s and early 1980s. House and Shamir (1993) defined transactional leadership as a leadership style in which followers and leaders build connections based on a variety of agreements. The transactional idea was founded on "Reciprocity, where leaders not only affect followers but are also influenced by them." According to some studies, the behavior of the leader and their interactions with their followers distinguish transactional leadership from other leadership philosophies. Bass and Avolio (1994) defined transactional leadership as "a kind of contingent-reward leadership that featured active and positive trade between leaders and followers whereby followers were rewarded or recognized for meeting agreed-upon objectives." These advantages could include the leader's gratitude for job achievements, merit raises, and bonuses. Hard work could be rewarded with positive reinforcement, merit pay for promotions, better performance, and teamwork for collegiality.

**Transformational Theory.** Among the various theories, both new and ancient, transformational leadership stands out. House and Shamir (1993) assert that transformative leaders boost the motivation and well-being of their followers. Transformational leaders "interact with employees based on shared ethics, opinions, and objectives." according to the theory. The impact of the performance of the employee results in the achievement of the objective. "Tries to convince followers to reorganize their wants by transcending self-interests and aim for higher order needs," according to transformational leader Bass. The interaction with employees in a positive way will encourage employees and enhance their well-being which directly increases employee performance. The appraisal of the employees is a way of interaction which will also impact on the performance.

**Impact of Leadership Lapses.** Employees may feel underappreciated and frustrated as a result of leadership lapses such as disregarding employee feedback, failing to acknowledge accomplishments, or acting inconsistently (Kahn, 1990). Disengagement and a drop in general performance may follow from this well-being (Sonnentag, 2018). Poor leadership conduct affects your bottom line, goal achievement, productivity, civility, bullying in the workplace, and employee engagement. However, when executives track changes in departmental performance and attitude, they can improve bad leadership behavior. The ethical scopes of leadership, which are accentuated in the previously established leadership theories, further distinguish the qualities and approaches of leadership. These leadership theories are considered by the leaders' capacity to recognize the necessity to raise employee well-being to redirect their focus toward their work, which results in increased production. They establish a vision that directs change and integrates it, and they secure the support and dedication of others (MacGregor Bums, 2003). Leaders should treat their subordinates as individuals and seek to improve their abilities, morality, and conscience by providing them with a sense of purpose and challenge in their work. Successful leaders appear to have a compelling and upbeat vision for the future. A leader's quality can also be evaluated using these leadership theories and implementation mistakes.

**Wellbeing and performance.** In every industry, there is a strong, positive relationship between overall firm-level performance metrics and employee well-being. In terms of cost, this association is especially solid.

There is a constant positive correlation between employee well-being and company performance. These enhancements are much more powerful when paired with successful personnel. For instance, when employees are happy and engaged at work, productivity rises and burnout decreases. Additionally, even when workers are engaged, there is a greater danger to both your company and your employees when there is a lack of wellness. Hints discusses the connections between performance and well-being in this interview with Fleur Tonies of Aberkyn, a McKinsey company, and Jan Ascher of McKinsey. She also discusses how stigma, leadership stereotypes, and management inattention prevent senior executives from putting their own and their teams' well-being first.

## 2.1 | Research Gap of the study

There are still many unanswered questions about the precise mechanisms by which leadership lapses result in employee demoralization and poor performance, despite the expanding corpus of research on leadership effectiveness and its impact on employee behavior. These gaps are noted in this section along with the necessity of more research.

**Absence of All-Inclusive Frameworks.** Without developing a thorough framework that connects particular failures to quantifiable effects on employee well-being and performance, existing research frequently discusses leadership lapses in isolation or through general leadership ideas. A systematic model that outlines how various leadership failures (such as poor communication or a lack of recognition) impact employee attitudes and behaviors is required.

**Not Enough Longitudinal Research.** The majority of research uses cross-sectional data, which limits our understanding of how leadership failures affect employee well-being and output over the long run. To comprehend the long-term effects of persistent leadership failures on worker engagement and productivity, as well as the possibility of recovery if successful leadership techniques are reinstated, a longitudinal study is required.

**Variability in Context.** Contextual elements that may mitigate the relationship between leadership failures and employee outcomes, such as team dynamics, industry features, and organizational culture, are frequently ignored in research. The details regarding how leadership lapses have been changed impact various contests of the selected variables.

**Various Opinions of Employees.** While studying the literature review the publication of the quantitative employee surveys or managerial perspectives proves various opinions of the employees. Qualitative research also extracted viewpoints of employees from various organizations as respondents and revealed, that demographics and cultural backgrounds are missing.

**Approaches for Intervention and Mitigation.** There is a slight experiential study on specific interferences that can lessen the harmful effects of leadership lapses, however, the leader has already been trained for their leadership. The employee's well-being and performance are also to be improved by the leader when there are no lapses.

## 3 | RESEARCH MODEL AND HYPOTHESIS DEVELOPMENT

This study paradigm aims to investigate the impact of leadership lapses on employee performance and well-being. Negative behaviors or shortcomings in management techniques are referred to as leadership lapses, and they can significantly affect several aspects of workers' work experiences, such as their performance on the job and their mental and physical health.

### 3.1 | Leadership Lapses as an Independent Variable (Y)

Defects or gaps in leadership practices are referred to as leadership lapses. Appended below are the leadership lapses:

**Lack of Communication:** When a leader is unable to deliver with good communication skills, remains confused, and lacks trust in employees remains misunderstood.

**Lack of support:** When there is no welfare, assistance, or respect for the employees, the organization's environment will remain tangled.

**Unfair Performance:** the unfair performance of employees is proven to lower spirit and cause demoralization.

**Inconsistent Decision-Making:** The leadership's inconsistent decisions hamper the morale of employees.

### 3.2 | Dependent variables include employee performance and well-being (X)

**Employee Wellbeing.** It contains the employee's morale and welfare and satisfaction with physical and mental well-being.

**Job satisfaction:** This indicates that workers are happy in their positions within the company.

**Stress Levels:** An indicator of an employee's mental health and wellbeing.

**Mental Health.** Employee satisfaction and willingness to work is a measure of mental health.

**Work-life balance.** It is a quality of a leader who either supports or undermines his team members' ability to balance their personal and professional lives

**Employee Performance:** It contains the worker's strength in doing the job. The employee effectiveness and willingness which is being influenced by the leadership.

**Productivity:** The overall result of workers' efforts and the gain for the company.

**Work Quality.** The quality of the job is determined by its willingness and the impact of others.

**Goal achievement.** It is the accomplishment of an objective as a result of labor.

**Overall Job Performance:** The result of labor performed.

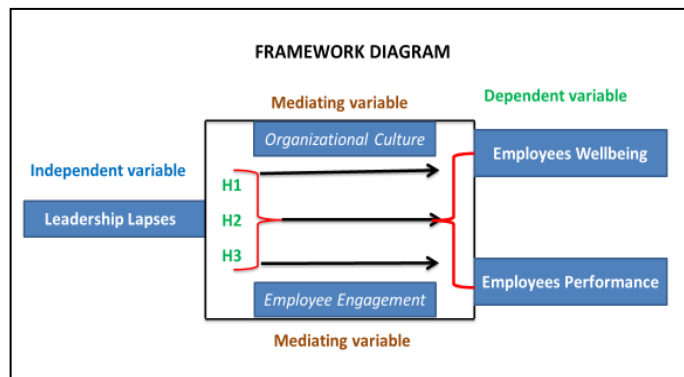
### 3.3 | Connections among the Variables

**Impact of Leadership Lapses on Employees Well-Being.** leadership lapses adversely impact employees' well-being and performance. The unsatisfied practices by the leaders and unreliable decisions, for example, reduce the mental health of employees, lack of communication, and lack of welfare of the employees which enhance stress levels and decrease job satisfaction.

**Effect of Leadership Lapses on Employee Performance.** leadership lapses hurt employee performance. Lack of communication, for example, can decrease output; biased practices can damage the quality of work; and unreliable decisions can make it more problematic to achieve goals and perform well in an organization.

**Optional Moderating and Mediating Factors.** Moderating variables are those that could change the direction or strength of the interactions, including employee resiliency or corporate culture. These elements may lessen or exacerbate the effects of poor leadership. The impact of leadership failures on employee outcomes may be mitigated by mediating variables, such as employee motivation or engagement. Poor leadership, for example, may be the cause of low engagement, which in turn affects performance and well-being.

**Diagram of the Visual Framework.** A graphic depiction of this framework (as developed above) would show the relationships between the independent variable (leadership failures) and the dependent variables (employee performance and welfare), as well as any moderating or mediating effects.



### 3.4 | Hypothesis

By directing the search and analysis, these hypotheses offer a methodical way to look at how leadership lapses impact employee well-being and outcomes.

**Hypothesis 1:** Relationship between Wellbeing of Employees and Leadership Lapses

H1: Leadership lapses have a detrimental impact on employee well-being, which lowers motivation and job satisfaction.

**Hypothesis 2:** Relationship between Performance and Employee Wellbeing

H2: According to productivity and engagement indicators, lower employee performance is correlated with higher levels of employee well-being.

**Third Hypothesis:** Relationship between The Moderating Effect of Contextual Elements

H3: A supportive philosophy lessens the detrimental impact of leadership lapses, as organizational culture moderates the association between employee well-being and leadership lapses.

**Hypothesis 4:** Relationship between Leadership Interventions' Effects

H4: The effectiveness of a leader enhances interferences which can improve overall employee performance and adversely impact the leadership lapses on employee wellbeing.

**Hypothesis 5:** Relationship between Communication Failures and Trust Erosion

H5: Communication mistakes among leaders enhance the destruction of trust among employees.

**Hypothesis 6:** Relationship between Gratitude Lacks and Engagement

H6: The leadership lapses directly decrease the engagement and well-being of employees.

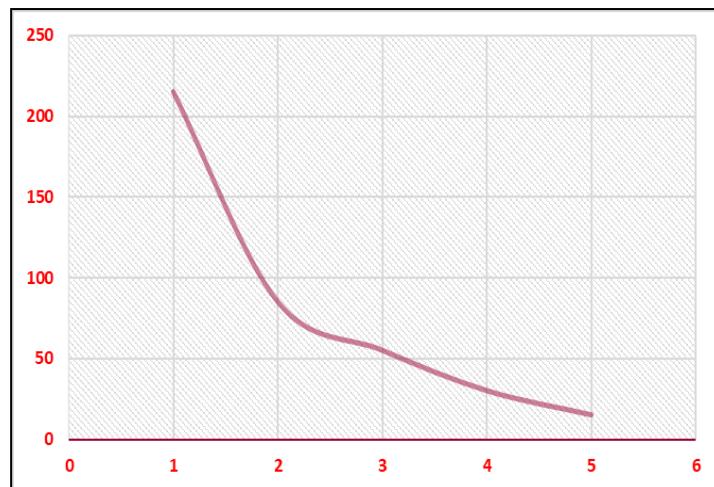
## 4 | METHODOLOGY

This study approach provides a complete roadmap for investigating the complex interaction between leadership lapses, employee well-being, and performance. The study aims to offer valuable insights that organizations can leverage to increase leadership effectiveness and build a more engaged workforce. To collect information on employee perceptions of leadership lapses and its relationship to well-being and performance, data was collected during questions from employees. In this regard, 400 respondents including 218 male and 182 female employees from various government and semi-government organizations were nominated to opine the leadership quality, job wellbeing, and performance measures were assessed while using surveys/questionnaires given to staff members/employees of government and semi-government organizations. Meantime, several education employees opted to reply to the questionnaire, however, several were interviewed. The data of 210 respondents were collected. The age range of the respondents was 24–35 years old. Additionally, the researcher identified and gathered data from books and articles discovered in electrical archives as well as from a few publications. Leadership lapses and their effects on employee well-being and performance were calculated using data from the researcher's physical individual collection and research study from the secondary collection of data techniques while studying various books and journals. The results of each exam were determined using a different calculation method.

## 5 | DATA ANALYSIS AND RESULT

### 5.1 | Consequences and Discussion

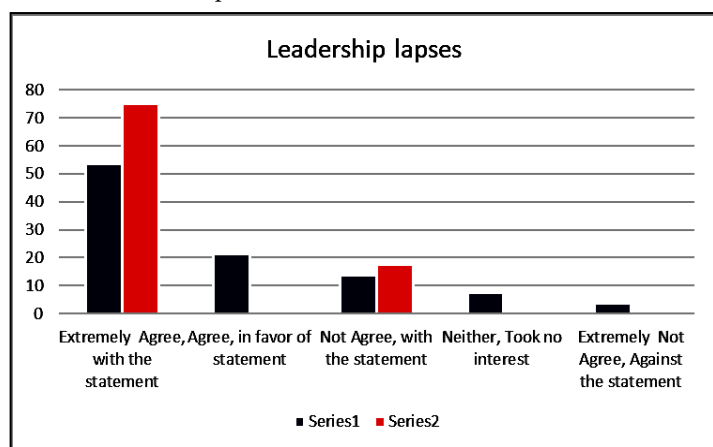
Additionally, the completed numbers were presented to several mathematical tests using a quantifiable bundle to satisfy the real points of the ebb and flow of research/study. The effects of surveys on needs are revealed in Table 1. Of the 400 respondents to the study, 215 strongly agreed with the claims, and 85 agreed. Additionally, the remaining 55 respondents disagreed and expressed concern that the gaps had nothing to do with the employees' well-being, 30 were unable to show interest (leadership shortcomings do not matter), and 15 responded with "very not agreed," expressing disapproval of the assertions. As a result, the poll on leadership lapses and their effects on worker performance and well-being ended with the following implications:



**Table-1**

Respondent replies	Means %	Remarks
Extremely Agree	53.75%	Leadership lapses negatively impact employees' well-being and performance.
Agree	21.25%	-Leadership lapses impacted the performance
Not Agree	13.75%	Not impact the performance of employees
Neither	7.5%	The leadership lapses are impacting other factors not employees
Extremely Not Agree	3.75%	Against the statements

According to the graphical representation, the Pearson Creation Movement (PCM) approach was used to determine the relationship between leadership lapses and employee well-being and performance (two variables). According to a research study, the employee's well-being has a direct impact on leadership lapses. Accordingly, 75% of exam replies supported the statement, which proves that leadership lapses will not handle difficult situations professionally, while effective leadership can be managed with less skill. It shows that there is a primary relationship between the two variables. There is a significant likelihood level of 75% between leadership lapses with employees' wellbeing and performance. It demonstrated that leaders who are dealing with a highly conflicted environment have greater chances to manage the situation while leading and to replace fear, if there are lapses in leadership the situation will collapse.

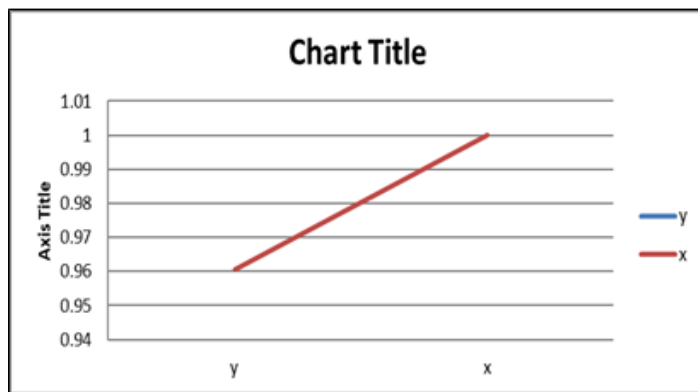


Graphical presentation-1



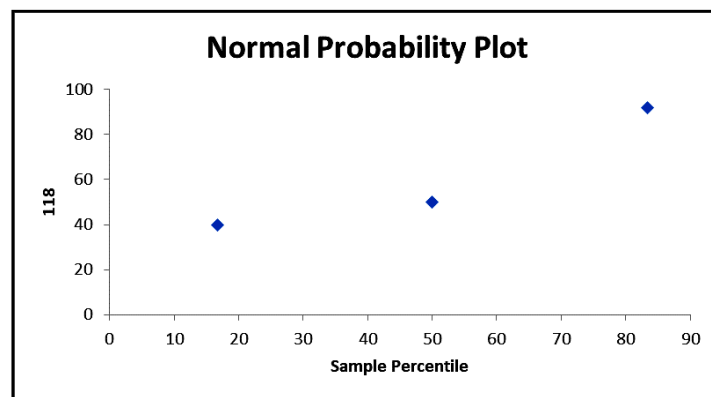
Graphical presentation-2

**Correlations.** Pearson's Product Movement technique was used to calculate the correlations between the two variables. It was anticipated to look into the degree of relationship between the performance and well-being of employees and the processes of leadership lapses. Both variables have a significant association, as shown by a careful analysis of the inter-correlation matrix (Table 2). At the probability level, the connection between Leadership Lapses (Y) is substantial, at 1.00. It demonstrates that leadership errors have a greater potential to complicate situations and worsen employee demoralization, which has a negative correlation with employee well-being and performance. There is a strong relationship between performance and well-being and leadership lapses (Y). Additionally, a leader's mistakes can affect their performance and well-being, showing that leaders with a high rate of mistakes are more likely to negatively impact their employees' performance and well-being (X)



**Table-2**

Variables	Leaders Lapses	Wellbeing - performance
Leaders Lapse (Y)	1	
Wellbeing - performance (X)	0.960568	1



**Regression Analysis.** For the independent variable Leadership Lapses (Y), the results of regression analysis clearly show that the regression analysis recognized well-being and performance variables as important analysts for Leadership lapses; overall, the forecasters donated Multiple R of .705, and the F ratio calculated for the consequence of many R is .99, which is significant and greater than at .001 probability. Regression analysis's ability to measure the relationship between dependent and independent variables is demonstrated by its ability to measure the status of each forecaster to the overall relationship.

## 6 | DISCUSSION

The purpose of the correspondence was to assess how strongly a dependent variable and independent variables were related. To assess the importance of each indicator to the overall relationship, it illustrates an occurrence with minimal ambiguity. You can obtain the results of the analysis for the independent variable Leadership lapses. The results make it clear that both perceived well-being performance and leadership failures are important predictors of leadership lapses. Generally speaking, both indications are added to the percentage processed for the importance, which is likely to be considerable. It was discovered during the researchers' secondary source of data collecting that, The study highlights the critical connection between leadership failures and worker wellness by demonstrating how bad leadership significantly lowers employee enthusiasm and performance. The findings demonstrate how crucial it is for companies to prioritize leadership development and cultivate a healthy workplace culture. According to the survey's findings, employee wellbeing and perceived leadership shortcomings were strongly correlated negatively. Workers were much more likely to show discontent and disengagement if they reported more instances of leadership failures, such as inadequate assistance and poor communication. A similar drop in performance measures was seen, with impacted staff members reporting higher absenteeism and decreased productivity. According to staff interviews, a sense of well-being resulted from a perceived lack of respect and trust from management. A widespread sense of despair and worthlessness resulted from leadership's failure to acknowledge individual efforts or act upon input, as several employees described. The leadership lapses impact the well-being and performance of the employees working inside organizations. The organization can comprehend the leadership lapses which will result in a more reliable and

trustworthy environment for employees. Various strategies that successfully resolve the issues and promote employees' well-being and performance may be further studied with under mentioned recommendations.

## 7 | CONCLUSION

The study demonstrates that leadership lapses strictly harm employee wellbeing and performance, it also highlights the critical connection between leadership lapses and employee wellbeing. The results highlight how important it is for businesses to put leadership development first and foster a positive work atmosphere. Organizations can improve overall performance, increase employee engagement, and lessen the negative effects of leadership gaps by putting the suggested ideas into practice. In addition to being a duty, effective leadership is essential to the success of a company and affects worker productivity and well-being. Organizations may cultivate a resilient workforce that flourishes under capable leadership by taking proactive steps. It has been reiterated from the literature that, Employees absorb poor leadership behavior. Negligent employee conduct poses a significant risk to the company. The alternative is to establish a community that consistently reinforces high-performance leadership conduct, has strong values, and enforces group behavior norms. It also affects the company's reputation, personnel dedication, and performance. Poor leadership behavior raises employee turnover, sick leave expenditures, disability claims, and legal fees, according to SHRM. However, the Harvard Business Review claims that businesses are not giving regular unethical activity enough attention. According to the findings, workers suffer from higher levels of stress, worse morale, and a reduction in the caliber and productivity of their jobs when leaders fall short of their obligations in these areas. The success of the organization may also be impacted by these mistakes since they may result in lower involvement and more intentions to leave. Organizations should place a high priority on leadership development that promotes effective communication, equity, empathy, and responsibility to lessen negative effects. Organizations may increase performance, foster a culture of feedback and continuous development, and foster a more resilient and driven workforce by filling leadership voids. This study emphasizes the value of moral and encouraging leadership as the cornerstone of maintaining a productive, happy workplace.

### 7.1 | Future research recommendation

The study demonstrates how leadership lapses impact employee performance and well-being. Besides, the appended below suggestion/recommendation provides a path ahead by expanding our understanding of leadership lapses and their adverse effects on the business. Future research will expand its effects beyond the ones mentioned below. To stay up to date with the best strategies for enhancing productivity and well-being within the organization, it will also encourage continued research on employee experiences and leadership styles. It is advised that authorizations are recommended for leadership development initiatives and activities aimed at enhancing employee performance and well-being. The objective of the recommendation is to reduce leadership lapses and adverse impacts on employee well-being and performance. The organization is required to boost the morale of their employees and support them in their issues, pay them timely, and increase the mental health of the employees along with satisfaction from the organization. Strengthen Programs for Leadership Training: Professional training that emphasizes recognizing tactics, the mood of the subordinate, and improving communication efficacy must be outlined for the leadership. The leader needs to be able to manage any kind of scenario and keep a positive relationship with the staff. Create Feedback Systems and Encourage a Recognition Culture: The company must set up a system for employee feedback and encourage all staff members, especially leaders, to foster a culture of recognition among all staff members and leadership. Keep an eye on leadership behaviors: Employee satisfaction can be used to evaluate a leader's performance. Top management may also keep an eye on the leader's actions. Encourage a Culture of Support in the Organization: Employee wellness may grow as a result of the organization's promotion of a supportive employee culture.

## 8 | REFERENCES

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