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COM 822-22- Persuasive Communication

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**Transformational and Transactional Leadership in the Public Sector**

Assignment

Transformational and transactional leadership can be effective in the public sector depending on the specific context and needs of the organization. In this assignment, we will explore the qualities and important differences between transformational and transactional leadership and discuss the advantages and disadvantages of each style in the public sector. We will also consider the circumstances in which one style may be more effective than the other in the public sector. By knowing the different methods of leadership in the public sector, we can better understand how to effectively lead and manage public sector organizations such as the department of the federal government.

The public sector, in this assignment, refers to organizations that are led and operated by the federal or state government and exist to provide various services to the people (citizens or not citizens). These services can include education, legal status, immigration, healthcare, transportation, and public safety, among others. The public sector is typically funded through taxes and other forms of government revenue and is intended to serve the needs of the entire population, rather than being driven by profit motives. Several agencies can have a user’s fee (such as Citizenship& Immigration Services) to operate in the federal system. A user fee in the public sector refers to a charge or fee that is imposed on individuals or organizations for the use of a public service or resource (application fee). This fee is typically used to cover the cost of providing the service or resource and may be based on the amount of use or the type of service being provided. Some examples of user fees in the public sector include tolls for using a public highway or bridge, fees for using a public park or recreation facility, and charges for obtaining a permit or license from a government agency. User fees are often seen to generate revenue for the public sector and can help to reduce the burden on taxpayers

Transformational leadership is a leadership style that focuses on inspiring and motivating individuals to achieve their full potential and create significant change. In the public sector, transformational leaders can use their influence to inspire and motivate their employees to work toward the greater good and achieve the organization's goals. These leaders often have a clear vision for the future and can communicate this vision to their followers, who in turn become committed to achieving it. Kim and Seo (2022) found that transformational leadership is associated with higher levels of employee engagement and organizational citizenship behavior."

According to Zhang, Wang, and Chen (2022), transformational leadership has a positive impact on team creativity, especially when psychological safety is present. Hayes (2021) conducted a systematic review on transformational leadership and employee engagement in the public sector.

On the other hand, transactional leadership is a leadership style that focuses on establishing clear expectations and rewards for meeting those expectations. In the public sector, transactional leaders may use incentives such as bonuses or promotions to motivate their employees to meet specific goals or targets. These leaders often rely on a system of rewards and punishments to maintain control and ensure that their employees meet the expectations set for them.

Overall, both transformational and transactional leadership styles can be effective in the public sector, depending on the situation and the needs of the organization and its employees.

While transactional leadership can produce rapid results and create employee engagement, transformational leadership is an effective leadership style because it will decrease turnover, develop teamwork, improve morale, and increase productivity. Aghazadeh (2020) found that transformational leadership has a positive impact on job satisfaction in the public sector through a meta-analytic review.

"Transactional leadership, on the other hand, focuses on rewards and consequences for performance (Bass & Riggio, 2006). While this approach may work in some settings, it may not be as effective in the public sector where employees often have a strong sense of civic duty and a desire to contribute to the community (Hausberg & Lichtenthaler, 2009)."

Transformational leadership is a style of leadership that focuses on inspiring and motivating followers to not only achieve their goals but also to exceed them. Transformational leaders strive to create a shared vision and empower their followers to be innovative and self-motivated. This type of leadership is often associated with positive outcomes, such as increased employee satisfaction and commitment, as well as improved organizational performance. Lu and Huang (2022) found that transformational leadership has a positive impact on creativity in the public sector, with psychological empowerment serving as a mediating factor.

On the other hand, transactional leadership is a style of leadership that is based on a system of rewards and punishments. Transactional leaders focus on setting clear expectations and providing rewards or punishments based on whether those expectations are met. This type of leadership is often effective in ensuring that tasks are completed efficiently but may not necessarily lead to long-term motivation or commitment from followers.

In the public sector, transformational leadership may be particularly important for inspiring and motivating employees to work towards the greater good, as the goals of government organizations often align with the broader goals of society. However, transactional leadership may also have its place in the public sector, especially in situations where efficiency and adherence to rules and regulations are of the utmost importance.

The results of the analysis and testing show that transformational leadership has a positive and significant effect on the organization, job production has a positive and significant effect, and organizational commitment has a positive and significant effect on organizational behavior. This study has proven that transformational leadership, Organizational commitment, and job satisfaction influence organizational citizenship behavior in an organization.

This writer has examined and experienced the changes in Transformational Leadership in a public agency (Atlanta) when leadership applied the transformational leadership style, the agency changed to a positive direction with positive productivity, morale, engagement, and teamwork.

In general, it is important for leaders in the public sector to be mindful of the different styles of leadership and to consider which approach is most appropriate for a given situation. By understanding and effectively utilizing both transformational and transactional leadership, public sector leaders can effectively guide their organizations toward success.

In the public sector, both transformational and transactional leadership can be effective depending on the specific context and needs of the organization. Transformational leadership may be particularly effective in situations where public sector organizations are trying to innovate and adapt to changing circumstances, while transactional leadership may be more suitable in situations where there is a need for more structured and predictable approaches to management. Ultimately, the most effective leadership style in the public sector will depend on the specific needs and goals of the organization and the challenges it is facing.

Transformational leadership is a style of leadership in which leaders inspire and motivate followers to not only achieve their goals but also to become better versions of themselves. Transformational leaders are visionary and empowering, and they often encourage their followers to think creatively and take risks.

One example of transformational leadership in the public sector is former President Barack Obama, who was known for his ability to inspire and persuade others to work towards a common goal. During his presidency, Obama implemented several initiatives and policies that aimed to transform the country and address pressing social and economic issues

One advantage of transformational leadership in the public sector is that it can foster a culture of continuous improvement and development, which is particularly important in a rapidly changing and complex environment. Transformational leadership can also help to inspire and motivate followers to think creatively and take risks, which can lead to innovative solutions to problems. However, transformational leadership can also have some disadvantages, such as a lack of structure and predictability, which can be challenging for some followers.

On the other hand, Transactional leadership is a more traditional style of leadership that focuses on a clear exchange of rewards and punishments to motivate followers to meet specific goals. Transactional leaders are typically more task-oriented and rely on a system of reward and punishment to motivate their followers. According to Burns (1978), transactional leadership is a style of leadership in which leaders "exchange rewards for desired performance" (p. 43). This style has been found to be particularly effective in the public sector, where bureaucratic structures and hierarchical power dynamics often require clear lines of communication and accountability (Bass & Riggio, 2006). However, it is important to note that transactional leadership can also have negative consequences, such as a focus on short-term goals and a lack of empowerment for followers (Bass & Riggio, 2006).

One example of transactional leadership in the public sector is a school principal who uses a system of rewards and punishments to motivate teachers and students to meet specific academic goals. In this example, the principal might offer incentives, such as extra funding or professional development opportunities, to teachers who meet their performance targets, while also implementing consequences, such as reprimands or performance improvement plans, for those who do not meet their performance targets.

In the public sector, one advantage of transactional leadership is that it can provide a clear and structured approach to achieving specific goals, which can be particularly useful in situations where there is a need for predictability and stability. Transactional leadership can also be effective in situations where followers need clear expectations and guidelines in order to be motivated. However, transactional leadership can also have some disadvantages, such as a lack of flexibility and a tendency to focus solely on meeting specific goals rather than fostering long-term development and growth.

Overall, the choice of leadership style in the public sector should be based on the needs of the organization and the goals of the leader. Transformational leadership may be more effective in inspiring employees to go above and beyond, while transactional leadership may be more effective in ensuring performance standards are met (Bass & Riggio, 2006). Ultimately, the most effective leadership style will depend on the specific context and needs of the organization (Bass & Riggio, 2006; Hausberg & Lichtenthaler, 2009)."

Transformational leadership in the public sector refers to a style of leadership where leaders inspire and motivate their followers to achieve a common goal. In comparison to transactional leadership, transformational leadership focuses on the individual needs and development of followers, promoting creativity and innovation. It also emphasizes ethical values, promoting the welfare of the group, and creating a shared vision. For example, in several agencies, the leaders used transformational leadership to perform the new task assigned by higher authority to manage the new policy.

Transformational leadership is believed to be particularly effective in the public sector because of the need to address complex and changing issues, the requirement for teamwork and collaboration, and the importance of inspiring the public to support government initiatives. However, it may be challenging to implement transformational leadership in the public sector due to bureaucratic constraints and political considerations.

By contrast, transactional leadership is a more directive and goal-oriented style of leadership. In the public sector, transactional leaders tend to focus on maintaining the status quo and ensuring that their followers meet specific performance expectations. This approach relies on rewards and punishments to motivate followers and is often used in hierarchical and bureaucratic organizations.

While both styles of leadership have their advantages and disadvantages, transformational leadership is often seen as more effective in the public sector as it can help address complex and changing issues, foster teamwork and collaboration, and inspire the public to support government initiatives. However, the implementation of transformational leadership may be more challenging in the public sector due to bureaucratic constraints and political considerations.

In conclusion, the choice between transformational and transactional leadership will depend on the specific context and the goals of the organization. Both styles can be effective in the public sector, but it is important for leaders to consider the impact their approach will have on their followers, the organization, and the public.

In conclusion, transformational and transactional leadership are two styles of leadership that can be effective in the public sector depending on the specific context and needs of the organization. Transformational leadership is a style of leadership that inspires and motivates followers to not only achieve their goals but also to become better versions of themselves. This style of leadership is particularly effective in situations where followers need to be innovative and adaptable, and where there is a need to foster a culture of continuous improvement and development. Transactional leadership, on the other hand, is a more traditional style of leadership that focuses on a clear exchange of rewards and punishments in order to motivate followers to meet specific goals. This style of leadership is often effective in situations where there is a clear set of rules and guidelines that need to be followed, and where there is a need for a more structured and predictable approach to leadership.

As a public servant for more than 20 years, this writer prefers transformational leadership because it will increase motivation, improve communication, enhance creativity, improve teamwork, and develop better employee engagement. Transformational leaders inspire and empower their team members, which leads to higher levels of motivation and commitment to the organization's goals. The public policy from public agency always changes to meet the requirement of society and the demanding of political activities, so the transformational leadership may enhance the possibilities of accomplishment in public sector.

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