



HUMAN BEHAVIOUR AT WORK

LEADERSHIP (Semister-2)



MAY 8, 2020
NEHA RAITANI
Faculty of Commerce(JNPG)

Leadership Meaning and Style:

What is Leadership?

A simple definition is that leadership is the art of motivating a group of people to act toward achieving a common goal.

Leadership is the potential to influence behavior of others. It is also defined as the capacity to influence a group towards the realization of a goal. Leaders are required to develop future visions, and to motivate the organizational members to want to achieve the visions.

According to Keith Davis, "Leadership is the ability to persuade others to seek defined objectives enthusiastically. It is the human factor which binds a group together and motivates it towards goals."

Characteristics of Leadership

1. It is an inter-personal process in which a manager is into influencing and guiding workers towards attainment of goals.
2. It denotes a few qualities to be present in a person which includes intelligence, maturity and personality.
3. It is a group process. It involves two or more people interacting with each other.
4. A leader is involved in shaping and molding the behavior of the group towards accomplishment of organizational goals.
5. Leadership is situation bound. There is no best style of leadership. It all depends upon tackling with the situations.

Leadership Styles

Definition:

The Leadership Styles are the behavioral patterns that a leader adopts to influence the behavior of his followers, i.e. the way he gives directions to his subordinates and motivates them to accomplish the given objectives.

Approach of Leadership

Behavior Approach: There are following points covered under the Behavior Approach of leadership

1. **Power Orientation:** The power orientation refers to the "degree of authority" that a leader adopts to influence the behavior of his subordinates.
2. **Employee-Production Orientation:** It was found that employee orientation and production orientation play an important role in determining the leadership style. The employee orientation is based on the premise that an employee is an important part of the group and is in parallel to

the democratic leadership style. Whereas the production Orientation focuses on the production and technical aspects of the job and the employees are considered as the tools for accomplishing the jobs.

3. **Managerial Grid:** The managerial grid is the tool designed by Blake and Mouton to determine the leadership style. According to them, the leadership style gets influenced by both the task-oriented and relation-oriented behavior in varying degrees.
4. **Three-Dimensional Grid:** The three-dimensional grid is also called as a 3-D leadership model given by W.J. Reddin. Reddin included the effectiveness dimension along with the task-oriented and relationship-oriented dimensions to study how a leader behaves in a given situation and a specific environment.

What is Trait Theory of Leadership?

The trait theory of leadership is an early assumption that leaders are born and due to this belief, those that possess the correct qualities and traits are better suited to leadership. This theory often identifies behavioral characteristics that are common in leaders.

Trait theory of leadership is one of the first academic theories of leadership and attempts to answer why some people are good leaders and others are not.

The trait theory of leadership is based on the characteristics of many leaders – both successful and unsuccessful – and is used to predict leadership effectiveness. The resulting lists of traits are then compared to those of potential leaders to assess their likelihood of success or failure. Once found, the theory is that these natural leaders can then be nurtured to become great leaders.

Key Characteristics of Trait Theory of Leadership:

- Knowledge of the business
- Initiative
- Tenacity
- Energy
- Good cognitive skills and capable of using good judgement and decisions
- Flexibility
- Creativity
- Charisma
- Emotional intelligence
- Drive and motivation to succeed
- Confidence
- Honesty and integrity

Ps: Below is the source and Reference of the above information

Source:

<https://www.educational-business-articles.com/trait-theory-of-leadership/>

https://www.managementstudyguide.com/leadership_basics.htm

Reference:

S.P. Robbins (Organizational Behavior-Pearson Publication)

L.M.Prasad (Organizational Behavior- S.Chand)