

Leadership in organizational behavior

8 pages | 1885 words

Leadership is the process of influencing people and providing an environment for them to achieve team or organisational objectives. As a property, Leadership is the set of characteristics attributed to those who are perceived to use such influence successfully. Leadership involves neither force nor coercion. It is widely believed in the world of business that leadership is the key ingredient in the recipe for corporate achievement. Typically, when we speak of leaders we are referring to people who influence others without threat, using non-coercive means.

In fact, this characteristic distinguishes a leader from a dictator. Whereas dictators get others to do what they want by using threats of physical force, leaders do not. Subordinates accept influence from leaders because they respect, like, or admire them as well as because they hold positions of formal authority (that is, leaders may have both position power and personal power). We need to caution against the everyday practice of using the terms leader and manager interchangeably. The primary function of a leader is to create the essential purpose or mission of the organization and the strategy for attaining it.

In contrast, the job of the manager is to implement that vision. He or she is responsible for achieving that end, taking the steps necessary to turn the leader's vision into reality. The confusion between these two terms is understandable insofar as the distinction between establishing a mission and implementing it is often blurred in practice. This is because many leaders, such as top corporate executives, are frequently called upon not only to create a vision, but also to help implement it.

Similarly, managers often are required to lead those who are subordinate to them while also carrying out their leader's mission. With this in mind, it has been observed that too many so-called "leaders" get bogged down in the managerial aspects of their job, creating organizations that are "over managed and under lead. " Leadership Perspectives Goal Attainment : influence function of leadership and deals the mechanisms that motivate members' behaviors towards the group's goals. Adaptation : helps the group to define its goal in a way that is consistent with the demands of the environment in which operates.

Integration : some mechanism must coordinate the activities of group members towards the common goal e. g - Communication and conflict resolution Maintenance : mechanism to maintain their morale and keep them interested in staying in the group THEORIES OF LEADERSHIP: There are three major approaches to leadership: a) trait theories, b) behavioral theories, c) situational theories. Trait theories highlight that there exists a finite set of individual traits or characteristics that distinguish successful from unsuccessful leaders.

Behavioral theories highlight that the most important aspect of leadership is not the traits of the leader, but what the leader does in various situations. Successful leaders are distinguished from unsuccessful leaders by their particular style of leadership. Situational theories outlines that the effectiveness of the leader is not only determined by his or her style of behavior, but also by the situation surrounding the leadership...

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