## Question 1

Power bases can be defined as sources of power where subunits and individuals develop within organizations. One way of building and upholding position and personal power involves establishing competence plus added value to an organization. According to Uhl-Bien et al. (Ref-DJ49KL), position power emerges from holding an authoritative position or organizational responsibility. The higher a person is in an organization; the more position power he will have. Position power is primarily founded on referent and expert power. Usually, specialist power comes from expertise development that other people require. In such instances, power gets derived from others' reliance on an individual and his expertise. On the other hand, referent power is derived from the degree to which others identify with alongside respect a person. The other way of building power involves constructing connection and information power, which come from strong networks and relationships both outside and inside an organization. Information power is linked to formal access to info such as emails, task forces, and meetings; informal information access like hall talk and grapevine alongside opportunity of sharing or distributing information to other people.

A majority of beneficial hypotheses and some testable ones tend to have been produced in searching for precise conditions of organizational structures affecting social control—the central question concerning the variability of the power exercise. Thompson, Gresh, and Hurwitz (Ref-DJ49KL) explain that the other basic consideration involves differences between information and formal organizational structures. Some techniques have described the structural conditions of work situations that do not attempt separating the exercise of power from the groups subject to that suggesting and power.

### Question 2

A leader has the authority to direct or command a department or an enterprise. The vital leadership skills include proper interpersonal capabilities, strategic thinking, and problem-solving. Some of the leadership theories entail visionary theory, transactional theory, charismatic and transformational theory. The theories emphasize changing people for the better, influencing them through inspiration and appealing personality, directing them to precise targets, and motivating people by setting a vision. Through the mentioned leadership theories, employees of an organization will get inspired to execute novel ideas, try to achieve the set targets effectively and efficiently. The employees may also take more risks to ensure they perform new tasks, look for intelligent and strategic approaches to solving issues, and set visions meant to enhance the organization's future (Ref-J7X2B9). Therefore, entrepreneurial spirit and innovation will be promoted in organizations with all these leadership theories.

The leadership concept of leadership is how it has an influencing role. This implies that when in leadership, one influences others and gets influenced by the attitudes and actions of followers. The leader-member exchange theory is founded on the way managers adjust their conduct to their followers' situations. Hence, the nature of the leader-follower relationship entails reciprocity as a mutual influence exchange (Ref-AB1CD2). The influence of followers on a leader may improve the leader or highlight the shortcomings of that specific leader. Many competencies required in leaders are the same qualities wanted ineffective followers. On top of having a commitment, independence, and initiative to courage and common goals, a follower can offer enthusiastic support to a leader but not to the degree that a follower does not challenge the leader who is considered unethical or threatens the objectives and values of an organization.

## Question 3

The human resource management (HRM) in an organization is responsible for attracting, developing, and maintaining an energetic and talented workforce. Obholzer and Miller (Ref-DJ49KL) explain that organizations that may not perform this well possess a very minimal chance of remaining competitive in the long run. The purpose of human resource management majorly is to support the performance of an organization by aligning the employees plus their talents with organizational objectives and strategies. Every team leader and manager remains responsible for ensuring that highly enthusiastic and capable people are in the right positions alongside working with the support they require to perform successfully.