

Leadership and Supervision

Summary of the text → The leader of an organization or a group is a very important person. A leader is a person who leads the group or organization and he is responsible for the success or failure of the group. He has a great responsibility of ensuring satisfactory operation, safety of every subordinate, preventing accidents, anticipating possible failure and taking preventive actions.

Leadership ability can be acquired by observing others and by studying and learning techniques of management, by training and through experience. A leader should have ~~the~~ thorough knowledge of the work. His effectiveness depends on the success of his group. If a leader chooses right person for the right work and guides them when needed.

Leader-member relationship, task structure, position power and knowledge of work are the factors which determine the power and influence of a leader.

Word-Meaning

Satisfactory = Giving satisfaction (संतोषजनक)

Subordinate = A person (Worker) having less authority than somebody else (अधीनस्व व्यक्ति)

Anticipate = Expect (आशा करना)

Thorough = careful and complete (सावधानी और पूरी तरह)

Questions:-

* Why is a leader important for an organization or a group?

A leader is very important for an organization because the success and failure of the organization depends upon him. A leader ensures the smooth and satisfactory operation of his unit. He gives orders to his subordinates and ensures success through their qualification, knowledge and experience. He chooses right person for the right type of job and guides him.

* Why is it important that a leader should have a good relationship with the members of his group?

A better understanding between a leader and his group is called 'leader-member relationship'. If there is a good relationship between leader and member, the leader can get the best possible work from his member or subordinate. Research has shown that this factor is most important factor. A good 'leader-member relationship' also gives good results of work.

Q- What is position power?

Position power means the power of a position or a post. If a leader has full authority to take action according to the situation. If a leader has power of his position, he can have more power and influence to justify his work.

A leader can justify with his work only when he has the power according to his post. A well trained and experienced person can be a powerful leader.

Joanna
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