

LEARDERSHIP (MEANING ,STYLE & THEORIES)



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MEANING

Leadership is a process of **influencing behaviour of individual or group** to accomplish organizational goals. It uses **non-coercive method** to direct and coordinate the activities of the members. Leadership gives **people a vision for future.**



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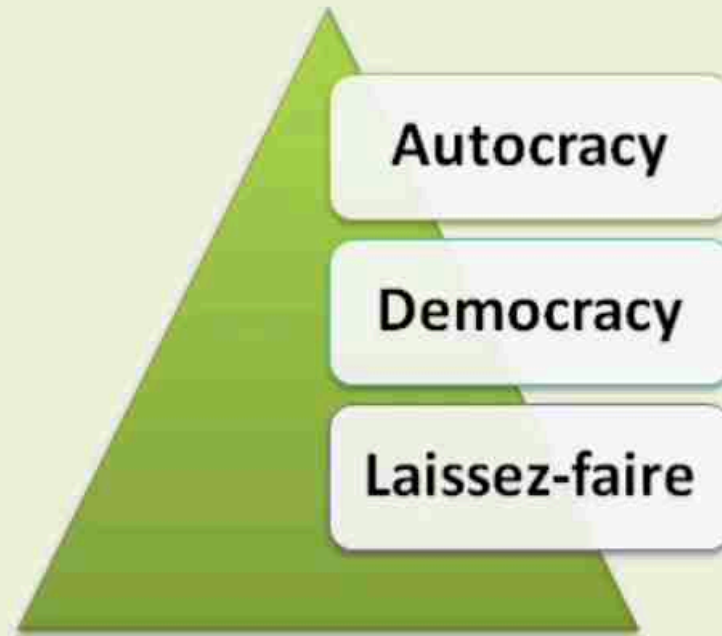
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Style of Leadership



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Autocracy(Authoritarian) : under this style power is centralized and the leader is the sole decision maker.

Democracy(participative) : under this subordinates are allowed to share their views due to this team spirit develops.

Laissez-faire (Delegative) : under this all decisions are made by the subordinates



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Theories

- Great man theory
- Trait theory
- Situational theory
- Contingency theory
- Behavioral theory
- Charismatic leadership theory
- Transformational theory
- Transactional theory



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Great Man Theory of Leadership:

- According to the theory, leadership calls for certain qualities like charm, persuasiveness, commanding personality, intelligence etc. **which are of such a nature that they cannot be taught or learnt in a formal sense.**
- It argues that **leaders are born not made.**
- But the main limitation of this theory is that it is only a descriptive theory and individuals traits does not make up the total personality .



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Trait Theory of Leadership:

- A modification of the Great Man Theory is the Trait Theory which argues that **leadership qualities or traits can be acquired**.
- They need not always be inborn.
- The trait theory of leadership states that **there are certain identifiable qualities or characteristics that are unique to leaders** and those good leaders possess such qualities to some extent.
- Leadership qualities **may be inborn or they may be acquired through training and practice**.



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Behavioural Theory of Leadership:

- This theory major emphasis was given **on the behaviour of leaders than their personality traits.**
- According to this approach **the actions of the leader** in attaining goals are important.
- It studies the kind **and types of behaviour that affect the job performance** of the subordinates and their job satisfaction.
- It lay emphasis on studying behaviour of leaders **and their effects on followers'** performance and their satisfaction.



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Situational Theory of Leadership:

- According to this theory the **leadership changes from group to group and from situation to situation.**
- Leadership assumes different dimensions in different situations.
- The leadership is exercised **in a specific situation**, consisting of people and a given environment.
- The focus under this **leadership is not on the personality of leader but on the personality of the organisation** as a whole because change in situation can pose problems to leader for performing his job of leadership.



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Contingency theory :

- This theory states that effective leadership **requires all the three factors i.e traits ,behaviour and situation .**
- A leader behaviour varies as per the situation.
- To support this theory various models are develop
 - ❖ **Fred fiedler's contingency model**
 - ❖ **Hersey blanchard situational model**
 - ❖ **Path goal theory**
 - ❖ **Cognitive resource theory**



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- ❖ **Fred fiedler's contingency model** : This model explains that performance of a group Depends upon the pleasant and unpleasant situations
- ❖ **Hersey blanchard situational model**: This model states that style of leadership based upon the maturity of subordinates
- ❖ **Path goal theory** : This theory focus on the need of flexibility while adopting different Style in different situations
- ❖ **Cognitive resource theory**: This theory states that if the leader is experienced then he Will be able to perform effectively under the stressful situation.



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Charismatic leadership theory :

This theory believes that a leader must possess **some extraordinary and exceptional qualities to become effective leader.**

Traits present in such leader are :

- ❖ **Envisioning / Forseeing** : leaders foresee future possibilities
- ❖ **Energizing / Empowering** : leaders are highly confident
- ❖ **Supporting / guiding** : Guide their followers time to time



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Transformational leadership theory :

This theory states that a leader is effective only **if a leader can change the perception or can transform the followers** and direct them towards a common goal



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Transactional leadership theory :

This theory emphasizes on the **realization of desired outcome and result**. The leader can motivate the followers by way of reward system.



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