


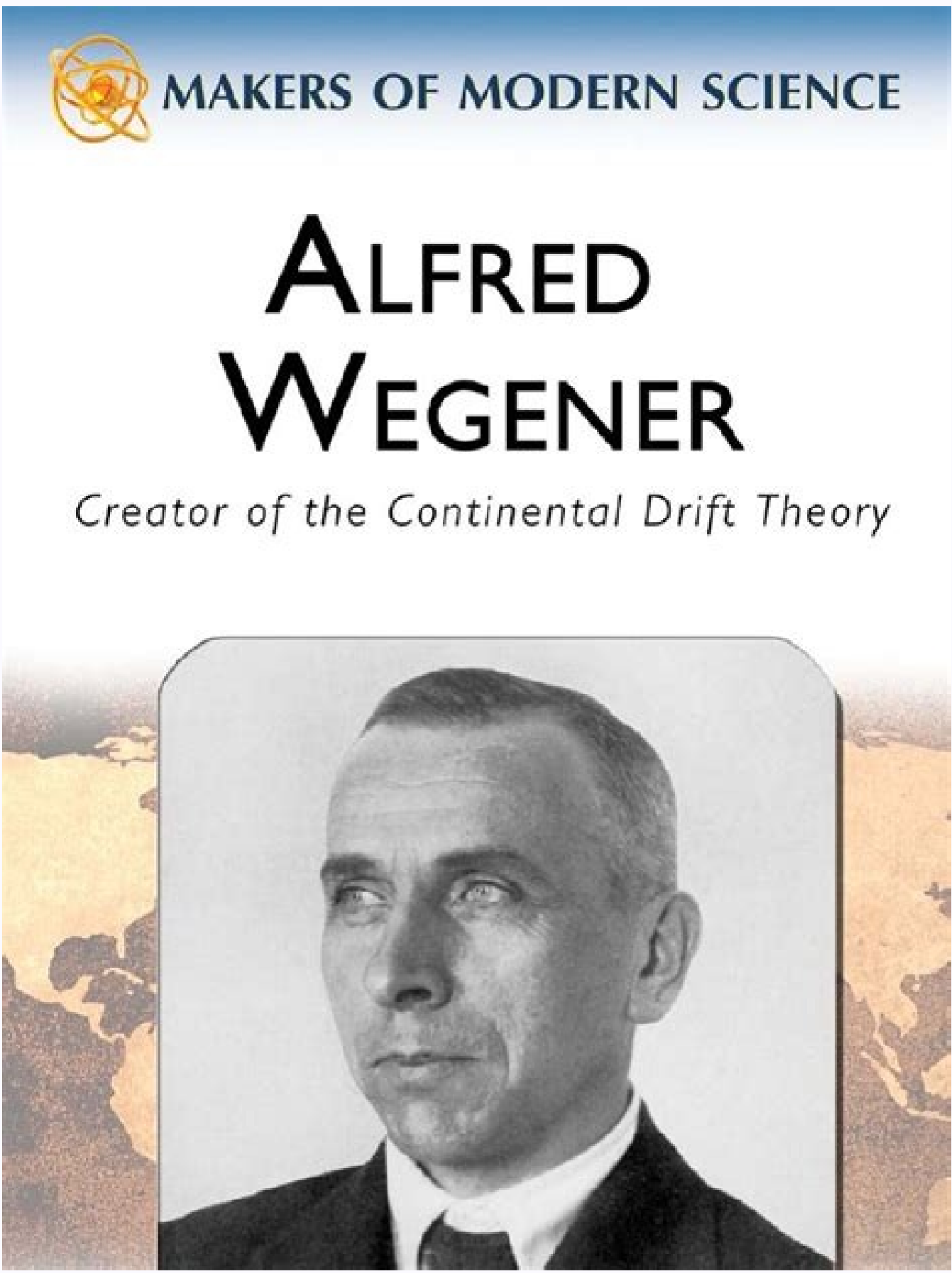
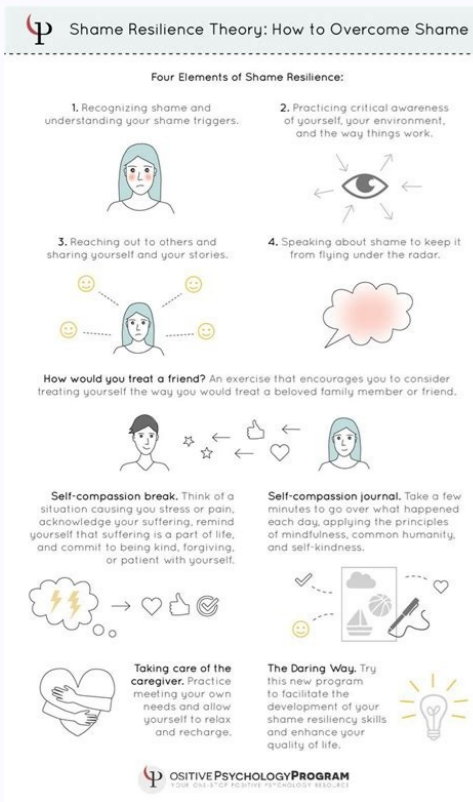
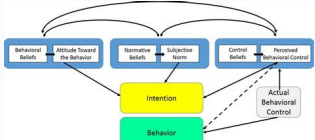
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Behavioural Theory

- Main focus is behaviours of actual leaders.
- Determines how various kinds of specific leaders behaviour affect the performance and satisfaction of followers.



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The leadership contingency model also requires that the leader determine its situation. Therefore, leadership becomes a dynamic interaction between the leader and LED. The position and power of the leader have to do with how much influence, as the ability to boot positive or negative rewards, a leader brings to the situation. It was not possible to determine that the behavior of leadership is a cause or effect. He says that either of the two leadership styles should be adopted. Leaders are different from non-leaders due to specific behavior. They give less priority in relation to other people related to the organization. B) Functions oriented to people. These functions are related to the actions of mediating disputes and ensuring that individuals feel valued by the group. For example, the leaders structured by the task that have the power of reward will be more effective in situations in which the group has been assigned a clearly defined task, according to Fiedler. They have little concern for the human elements or the level of equipment production. Fielder theorized that those leaders who gave higher qualifications to the LPC were related to relationship. Limitations of Michigan's studies This study ignored the personal characteristics of subordinates and other situational variables. Researchers have performed some studies between low and high performance groups in different organizations. The good behavior of the leader increases morality, builds confidence and team spirit among team members. The production of the organization will be close to expectations, but without exceeding them. 4. On the other hand, there is a positive relationship between starting the structure and performance of employees. The limitations of Ohio state studies are simplified. There is no significant relationship Productivity and leaders. Behavior. Impact of environmental variables on the behavior of the leader has been completely ignored. COMODA that a high high combination And the high initiation structure is questioned. Robert R. believe that the quality of people with the quality of relation with their subordinates. In fact, human resources are quite complex to measure and assign; That is why the manager must devote time to these more challenging resources. As in any other theory, one can find strengths and weakness in the administrative grid. The strengths of the management grid marked as a great change in the focus of management work. Favor studios give credibility to this model. Progress managers think about their own balance between two main areas of managerial concern: guidance of task and orientation to people. At the end of the focus, the project manager can focus more on the human side of the management equation, trying to identify ways to accept behavior according to different resources and circumstances. The theory of the administrative grid has been used for 35 years in the training manager on how to work with people. It is also important because it can help project managers when administering projects and more resources. Indeed, The weaknesses of the management grid, the administrative grid aims to identify the most effective management style for all situations. , which are not supported by evidence in real organizations. An adequate relationship between behavior and performance (satisfaction, morals and productivity) has not been documented. This approach implies that the most effective management style is the style of team management, but this really may not be the case in all situations. According to these studies, the leaders focused on employees emphasize human relationships in the organization. Tasks-oriented leaders focus on completing work and To be autocratic. Blake and Jane Moutan proposed a measurement quadrate based on the styles of "concern for people" and "concern for production", which represent essentially to the dimensions of the Ohio States and and Structure or dimensions of Michigan of employees oriented and production-oriented. They are actively involved in the planning of work activities, communicating the relevant information of the information and programming work. Consideration: The leaders who were high in the consideration dimension reflected that they had developed a work atmosphere of mutual trust, respect for the ideas and the consideration of the subordinates. The feelings of the subordinate. It establishes a harmonious relationship between the subordinates and provides a safe and pleasant work environment. The most popular aspect of the leadership of the state of Ohio was the two-dimensional isolation of leadership behavior. Initial structure: A high punctuation of the initiatory structure indicates that leaders structure their role as subordinates towards achieving the objectives. The style can be determined through a faithful of the developed technique called less preferred coprovista. The subordinates are considered irrelevant. The impoverished style (1, 1), leader at this point, shows the least possible concern for both work and people. This is identified in (1, 1) in graph. This is also a certain interdependence, although a common participation, which leads to an improvement in productivity. Blake and Mouton concluded that the first four styles are not much effective, while the team management approach is the best style because it improves actions, reduces the billing of employees, and absenteeism and grants the satisfaction of employees. In other words, an effective leader is one who performs those acts that help the group achieve their objectives. Leadership theories based on behavioral theory are: state studies of Ohio in 1945, a group of researchers from Ohio State University began Extensive leadership. . The task structure describes how much the leader and followers of him on the task in question. They believe that such behaviors are very productive in the workplace. This is identified in (5, 5) in graph. While while Laders or supervisors are more oriented to employee welfare, the leader focused on production is more concerned about doing works. Style of the task manager (9, 1) This type of head is concerned mainly by the production production. A leader uses technical, conceptual and human skills to influence the behavior of his subordinate. The leadership style suggested by these studies is extreme. The managerial quadrap (leadership or leadership Hi-Hi). R.r. Blake and Jane S. Many people may think of the phrase "backup plan". When asked to define the contingency. The application of the Fiedler model involves aligning the style of leadership with situational favorability for the most effective results. The force of the theory of the contingency of leadership is its ability to predict the effectiveness of leadership, since individual and organizational variables are introduced. In this relationship, the behavior of the leader towards subordinates constitute the most critical element. Relationships between leaders, refer to the level of confidence and the members of the trust team that give their leader. Equipment Management Style (9, 9) A. This style is considered more effective. They described the behavior of consideration is the leadership dimension oriented to people where the leaders are sensitive for people to be happy at work. The style of the Field Club (1, 9) A. Leadership is highly concerned about people and very little concern for production. However, the management style of the team would not work in a crisis because it may not have time to be sensitive to the problems of morals sometimes. In addition, the managerial quadrap encourages manager to spend more time in the management of human resources, because they usually spend more time achieving more resources In the other hands, the leaders that focus on the start of the structure are more concerned about defining work and tasks, keep standard, comply with the deadlines and define in the detailed objectives, method of work and roles. roles The theory says that a high punctuation in a dimension does not necessarily mean a score low in the other. A low consideration score indicates that the leaders are more impersonal in their dealings with the subordinates. Studies at the University of Michigan A team of researchers from the University of Michigan undertook the investigation at the end of 1940s. The model is inflexible and ignores the adaptability potential of a leader through training or the Personal style. The LPC test requires a leader to think about the person who has enjoyed working at least and then to qualify that person in a series of traits, including cooperation, kindness, sincerity, trust and perspective. For this, the leaders consult with the followers regularly and respect their feelings. A person who can perform both roles with him would be an effective leader. Those who gave their low LPCS ratings were task-oriented leaders. It does not encourage manager to think and act flexibly according to the circumstances in which he is managing. His effort discovered many things related to leadership behavior. This is the ideal manager identified by Blake and Mouton. In other words, the leaders with this behavior always give ordinance at work or the task to be done. Leadership is demonstrated by a person's acts more than by its features. In addition, the Fiedler model paved the way for other theories that do not have a better style of leadership in his nucleus, such as the situational leadership of Hersey-Blanchard. They have used two sentences: the concern for production means the attitudes of the supervisors towards a variety of factors related to production, such as products, procedures and processes, quality of service of personnel, workload, efficiency and quantity of production. The concern for the It includes a degree of personal commitment with the achievement of the objectives, maintaining the self-esteem of the workers, the responsibility and the capacity of conduct based on trust instead of force and a é

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