

Subject: Business Economics

Course: B.A., 4th Semester, Undergraduate.

Paper No: 402

Paper Title: Organisational Behaviour.

Unit No.: 3 (Three)

Title: Group Behaviour.

Lecture No: 2 (Two)

Title: Leadership

Summary

Leadership Theories begin from

Great Man and Trait Theory to the contemporary study of Transformational Leadership Theory offered by Bass. Over time, while many different leadership theories have emerged, most can be classified as one of eight major types:

1. Great Man Theory (1840's)
2. Trait Theory (1930's - 1940's)
3. Behavioural Theories (1940's - 1950's)
 - a) Role Theory
 - b) The Managerial Grid Model
4. Contingency Theories (1960's)
5. Participative Leadership
 - a) Lewin's leadership styles
 - b) Likert's leadership styles
6. Situational Leadership.
 - a) Hersey and Blanchard's Situational Leadership
 - b) Vroom and Yetton's Normative Model
 - c) House's Path-Goal Theory of Leadership
7. Contingency Theories
 - a) Fiedler's Least Preferred Co-worker (LPC) Theory
 - b) Cognitive Resource Theory
 - c) Strategic Contingencies Theory.
8. Transactional Leadership (1970's)
 - a) Leader-Member Exchange Theory (LMX)
9. Transformational Leadership (1970's)

- a) Bass' Transformational Leadership Theory
- b) Burns' transformational Leadership Theory
- c) Kouzes and Posner's Leadership Participation Inventory.

So friends, to summarize once again the basic theories of leadership that we studied today begin with Great Man Theory, followed with Trait theory, behavioural theory, participative leadership, situational leadership after which contingency theories were evolved, then after, transactional leadership and finally, transformational leadership.