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Paper No: 402 Paper Title: Organizational Behaviour

Unit No.: 3 (Three) Title: Group Behaviour

Lecture No: 3 (Three) Title: Leadership Part -2

Glossary

Charisma-The ability to command strong loyalty and devotion from followers and thus have the potential for strong influence among them.

Contingency Theory-Fred Fiedler's theory that states that the association between leadership orientation and group effectiveness is contingent on how favourable the situation is for exerting influence.

Developmental leadership-A style of leadership that involves working with organizational members as partners and using persuasion and negotiation rather than formal power and authority to achieve high levels of commitment rather than compliance.

Global leadership-A set of leadership capabilities required to function effectively in different cultures and the ability to cross language, social, economic, and political borders.

Leader-Member Exchange (LMX) Theory-A theory of leadership that focuses on the quality of the relationship that develops between a leader and an employee.

Leadership-The influence that particular individuals exert on the goal achievement of others in an organizational context.

Participative leadership-Involving subordinates in making work-related decisions.

Path-Goal Theory-Robert House's theory concerned with the situations under which various leader behaviours (directive, supportive, participative, achievement-oriented) are most effective.

Strategic leadership-Leadership that involves the ability to anticipate, envision, maintain flexibility, think strategically, and work with others to initiate changes that will create a viable future for the organization.

Substitutes for leadership-Factors in the work setting that can take the place of active leadership, making it unnecessary or redundant.

Task leader-A leader who is concerned with accomplishing a task by organizing others, planning strategy, and dividing labour.

Traits-Individual characteristics such as physical attributes, intellectual ability, and personality.

Transformational leadership-Providing followers with a new vision that instills true commitment.