



SNS COLLEGE OF ENGINEERING

Kurumbapalayam (Po), Coimbatore – 641 107

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DEPARTMENT OF MANAGEMENT STUDIES

COURSE NAME : 19BA101- MANAGEMENT AND ORGANISATIONAL BEHAVIOUR

I YEAR /I SEMESTER

UNIT 3- INDIVIDUAL BEHAVIOR

Topic 3: LEADERSHIP



LEADERSHIP

- ◀ Leadership
 - ◀ The ability to influence a group toward the achievement of goals.
- ◀ Management
 - ◀ Use of authority inherent in designated formal rank to obtain compliance from organizational members.
- ◀ Formal Leadership: Occurs when a person is appointed or elected as an authority
- ◀ Informal Leadership: Occurs when a person uses interpersonal influence in a group without designated authority



LEADER Vs MANAGER

Subject	Manager	Leader
Acting	Doing things right	Doing right things
Focus	Managing Things	Leading People
Approach	Plans Detail	Sets Direction
Wants	Results	Achievement
Relationship with others	Avoids solitary work activity. Avoids close working relationships and conflict	Is comfortable in solitary work activity; encourages close working relationships
Power	Formal Authority	Personal Charisma
Appeal	Head	Heart
Feeling	Engenders Fear	Inspires Enthusiasm
Objective	Goal Oriented	Feeds Imagination



CHARACTERISTICS OF A LEADER

- ◀ Energy
- ◀ Appearance
- ◀ Co-operation
- ◀ Enthusiasm
- ◀ Intelligence
- ◀ Self-confidence
- ◀ Personality
- ◀ Trust
- ◀ Sociability



LEADERSHIP





AUTOCRATIC LEADERSHIP

- ◀ Authoritarian
- ◀ Tells employees what they want done and how to do it.
- ◀ The subordinates have no opportunity to make suggestion or take part in decision-making function
- ◀ Generally, this style is not a good way to get the best performance from a team.
- ◀ Suitable: Incompetent and Inexperienced
- ◀ Limitations: Low morale and Job dissatisfaction



DEMOCRATIC LEADERSHIP



- ◀ Participative style
- ◀ The leader involves one or more employees in the decision making process (to determine what to do and how to do it).
- ◀ Leader maintains the final decision making authority.
- ◀ Allows everyone to be part of a team everyone feels that they have participated and contributed.
- ◀ Motivates by empowering members
- ◀ Benefits: Job Satisfaction and Improve morale, two heads are better than one
- ◀ Negative– Time Consuming and possibility of few dominant subordinates



TRANSFORMATIONAL LEADERSHIP

- ◀ Transformational leadership is defined as a leadership approach that causes change in individuals and social systems





TRANSACTIONAL LEADERSHIP

- ◀ Transactional leadership, also known as managerial leadership, is a leadership style where leaders rely on rewards and punishments to achieve optimal job performance from their subordinates.





THANK YOU