



# **SNS COLLEGE OF ENGINEERING**

**Kurumbapalayam (Po), Coimbatore – 641 107**

**An Autonomous Institution**

**Accredited by NBA – AICTE and Accredited by NAAC – UGC with 'A' Grade**

**Approved by AICTE, New Delhi & Affiliated to Anna University, Chennai**



## **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
<b>Acting</b>	Doing things right	Doing right things
<b>Focus</b>	Managing Things	Leading People
<b>Approach</b>	Plans Detail	Sets Direction
<b>Wants</b>	Results	Achievement
<b>Relationship with others</b>	Avoids solitary work activity. Avoids close working relationships and conflict	Is comfortable in solitary work activity; encourages close working relationships
<b>Power</b>	Formal Authority	Personal Charisma
<b>Appeal</b>	Head	Heart
<b>Feeling</b>	Engenders Fear	Inspires Enthusiasm
<b>Objective</b>	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**