

Organizational behavior - interpersonal skills and managerial roles

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Organizational behavior Organizational behavior Organization behavior is the study of human behavior in organizations focused on a group and individual actions and processes, whilst, organizational structure is the establishment of responsibilities and authority, between diverse positions in an organization, either vertical or horizontal, it facilitates intelligibility in the business. Organizational leadership style such as transformational leads to attainment of organizational goals and objectives. For example, transformational leadership has been renowned for fostering capacity development to bring higher personal level of commitment among followers in relation to the organizational objectives. For transformational leadership to take place, leaders must elevate and broaden interests for their employees. It may also occur after acceptance and awareness of purpose and mission for the specific group has been generated. The leaders may also stir his or her employees and look beyond self interests to cater for the group. Mutual capacity and commitment help in leading greater productivity and additional efforts (Lawrence, 2010).

The major components of transformational leadership include intellectual stimulation, individualized consideration, inspirational motivation and idealized influence. All of these components play an important part in the work place which is ridden by problems such as employee dissatisfaction, poor performance and low morale. In this case, as the honorable committee is aware of the problems facing the organization. Therefore, it is recommendable that the manager should use his leadership style which can have beneficial impact on the workers by helping them to feel encouraged as they work (Hedrick, 2007).

Transformational leadership allows the people in charge to challenge the status quo and allow subordinates to innovate new ideas. This style of leadership does not only identify the problem, but also provides the alternatives which are useful in solving the problem. This is summed under the intellectual stimulation component. This type of leadership is really necessary for an organization as employees express their discomfort with their current supervisor without fear. The major complaint against the supervisor may be that he is too rigid and not ready to change. In fact, such leaders do not like people innovating and even if their effort yielded good results, he wants them to go by the rules of the book. These leads to boredom and employees start to openly criticize the way their immediate supervisor is leading them. In order to mitigate such a problem, it is rational that the HR committee adopts transformational leadership approach to help in solving the problems. This will in turn allow the workers to innovate and go about doing things in more innovative fashion which will profit the firm. This can be very handy for the entire firm in that it helps in reducing costs. In addition leaders should be able to set clear expectations of performance. This lies in the leader's primary responsibility in the organization of his juniors. According to Xenophon, it is the duty of the leader to outline what is right and what is wrong to his followers. This guides the behavior and sets expectations. He stressed vision as a paramount aspect of leadership. Vision involves transforming people's thoughts to be in line with those of the leader to where they should be in the near future or even extended future. Guidance through vision exonerates current focus and gives preeminence to what is likely to happen in future (Lawrence, 2010).

Inspired individuals are ready to get going and don't have baggage with them. The inspired are readily competitive and always ready to meet challenges. From his military background, the commander who keeps his troops ready for any eventuality instills a sense of safety among them. He says "Not strength or numbers bring victory in a battle, but the strength of the soul ultimately no enemy can withstand" (Hedrick, 2007).

Furthermore, he fronts the view that true leadership is tested in adversity in that a leader that people choose to listen even in the hardest and the most difficult times, qualifies to be called a leader. In accrediting the selfless leadership attributes of Clearchus, He says "When caught in an awkward position, he kept his head up, everyone who was with him everywhere agrees'. A leader ought to be a role model to his followers even if he is not in their midst. A leader should be an all rounded figure, all in one. He should be of vision, confident, enduring and optimistic.

A manager's objective is accomplished based on the attributes he exhibits among his followers. A leader who is able to inspire, motivate and also lead by example has higher chances of having his objectives accomplished.

Reference

Hedrick, L. (2007). *Xenophon's Cyrus the Great: The Arts of Leadership and War*. New York: St. Martin's Griffin.

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