

# Article review on leadership theories

[Business](#), [Organization](#)



## **Introduction**

Organizational behavior is actually a field of study, which investigates the impact that the individuals, the groups, and the structures have on the behavior within an organization for purpose of applying this type of knowledge towards improving the effectiveness of an organization. The concept of Leadership has essentially been a hot discussion topic for many millenniums. It is a current event that is directly related to the organizational behavior. The term leadership is defined in various ways. A definition that is widely accepted states that it is a characteristic which enables an individual to inspire a certain group to realize their common interest or goal. Thus, this simply means that a leader is someone who is involved and lead from the front.

One of the leadership theories is the trait theory. It focuses on the personality traits of a leader. In organizational behavior this trait dictates that leaders should be intelligent, charisma, have task relevant knowledge, integrity, high level energy, self confidence, stress tolerance, emotional maturity, and honesty. Therefore, trait theory is a current event that takes place in an organization and related to the organizational behavior.

The other leadership theory is the situational theory. Its gist banks upon a leader that is knowledgeable and flexible. In an organization, a leader is supposed to be flexible so that he or she can adapt to various changes that takes place in an organization. In addition, these leaders should be knowledgeable in dealing with various changes that occur within an organization.

The other leadership theory is the transactional theory where leaders are

supposed to motivate those who they lead to work hard so that they can accomplish goals, which align with their self interests. This theory is also related to the organizational behavior in an organization. Last but not least, innovation leadership theory dictates that an organization leader should be able to plan, measure, and implement innovations in an organization. Current leaders follow these theories in managing their organizations.

## **References**

Schermerhorn, J. R., Osborn, R., & Hunt, J. G. (2000). Organizational behavior. New York: Wiley.