

# Source of managerial power

Profession, Manager



French and Bertram Raven, there were five sources of power in management: " reward, legitimate, coercive, referent, and expert. " Although all of these sources of power influence subordinates, the amount of influence is affected by the employee's dependency on the manager. The greater the employee dependency on what the manager provides the employee, the greater the power the manager holds over the employee. Reward Power 1 . The theory of reward power relies on the belief that employees are more likely to perform their job at a high level if they know rewards are contingent on their performance.

Managers have the power to control the allocation of these rewards, which can include pay raises, bonuses, days off, awards or recognition. Legitimate 2. Legitimate power is the most simple and basic source of power in management. This managerial power stems mainly from the formal position or role of the manager in the company. The power and influence of the manager is seen as fair and legitimate by the employee because the power is derived from the manager's position, experience or status. Coercive Power 3.

Coercive power is a source of power that relies on an employee's high dependency on his job, current pay and benefits. Managers try to intimidate employees with reprimand or punishments such as losing their job or being demoted; this source of power leaves employees no choice but to perform well or risk losing their job. Referent Power 4. Referent power is based on the relationship of the manager and employee. With this source of power, employees will work hard and respond well to a manager's use