

# Industrial organizational psychology - leadership and group

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## Industrial Organizational Psychology - Leadership and Group PSYCH 281

Activities for Lesson 12: Leadership Activity Great man theory is generally founded upon the notion that leaders are exceptional people and are born with certain inborn qualities and thus are doomed to lead. It can be noted that few of the leaders such as Martin Luther was capable of demonstrating his exceptional leadership qualities. He focused upon the fact that it was vital to be inspired by others for the followers to pursue new direction (University of Exeter, 2003).

The notion of charismatic leadership is generally based upon the assumption that it is quite crucial to possess charm and grace to create successful followers. John F. Kennedy successfully managed to display effective traits of charismatic leadership. It was noted that being President, he energized the nation to a great extent (University of Exeter, 2003).

Behavioral approach of leadership tends to encompass the study of a particular behavior of the leader. The theory states the actuality that the behavior of a leader is the best determinant of his or her degree of success and is also considered to be one of the best predictors of individual leadership impacts. It assumes the fact that leadership is dependent on learnable behavior. The supervisor in my office relates to the theory as he always emphasizes on the fact that people can learn from their mistakes. Challenges confronted by the human beings help them to learn regarding a specific occurrence (University of Exeter, 2003).

Contingency theory mainly focuses upon determination of the situational variable forecasting the most adequate leadership style that is deemed to be best suited for a specific situation. During the expansion process in an

organization, one of the managers had been incompetent of appropriately reacting to the implemented changes. Hence, he can be described as an ineffective leader (House, Javidan, Hanges & Dorfman, 2002).

#### PSYCH 281 Activities for Lesson 13: Groups and Teams

1. In my previous workplace, I was one of the most effective members in a team of 15 employees. I noted the fact that each member in the team possessed a definite level of knowledge and skills. These skills were successfully coordinated with others in order to execute the task in an effectual manner. I also comprehended the reality that the task was easily completed when we worked as a team and was quite impossible to be performed by a single member. According to Fleishman and Zacarro (1992), team processes comprise orientation, motivation, monitoring, delegation of tasks and coordination. Thus, I deciphered that our working environment lacked the subsistence of the concept of motivation which as a result hampered the overall team processes (Zainbooks, 2012).

2. Few of the practical recommendations capable of being utilized by the CEO of the company needs to be based upon the ways through which the team viability could be enhanced. By promoting a climate of vision, task orientation and by supporting innovation, the factor of team feasibility could be improved to a substantial extent. It is significant for the organization to offer the team with the possibility to renegotiate aspects of their performance along with providing assistance that is required to stimulate positive group synergy.

3. It can be stated that the insights gained with regard to the lesson reveals the identification and comprehension of the various types of conflicts that

can arise in a team such as relationship conflicts, task conflicts and process conflicts. However, the lesson fails to explain the conflict resolution methods which need to be studied in the near future. The upcoming study would require focusing upon the different types of conflict resolution techniques in a team.

3. a. The dependent variable in this study would be the teams and the independent variable in the study would be the conflict resolution techniques.

3. b. Various organizations would be visited for interviewing the managers and the supervisors in order to identify the conflict resolution techniques pursued by them.

3. c. It would be a survey study as questionnaires will be prepared and distributed among the managers and supervisors of different organizations.

3. d. The chief objective of the research would be to attain an understanding of different conflict resolution practices applied by the organizations on their respective teams.

## References

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