

Article review

[Business](#), [Management](#)



The effect of leader values on behavior Summarize the relevant points of the article (list and explain the major and minor points made by the author).

The purpose of this case study was to examine the interpersonal work value of leaders in work settings and to determine the influence of such variable on their consequential behavior.

A total of 301 participant managers were drawn from private industry.

A survey questionnaire was unveiled to the participant through personal interviews and unobtrusive observation methods were utilized too.

Checks were used to verify that the data were free from regional and organizational bias test for response stability and guard against response bias

However, support was found for the hypothesis that manager values and certain demographic variables of interest will lead to manager behavior.

Applications, limitations and research implications were therefore discussed in this case study.

2. How could you apply the elements of the article to you becoming an effective leader (how could this article be used to help make you a better leader)?

According to Merrit and Reynolds, values are among the aspects that define good leadership. Taking into consideration the aspect of values as per the case study, we realize that values and attitudes goes hand to hand with each other and clearly defines about what is correct and incorrect, fair and unfair, honorable and dishonorable as far as good leadership is of concern. As with most popular sayings, there is some truth in the adage, “ Great leaders are born, not made.” To some extent, the capacity for great leadership is innate.

Taking into account the element and value of U dimensional which incurs submissive facet, will help me become a great leader. More so, today's business professionals know that in order to achieve success, they must commit to lifelong learning and skill building. More so, going by the elements unveiled by this article, to become a great leader I will have to communicate well with the subordinate.

Good communication skills are required at every level of business, but leaders must possess outstanding communication skills. Luckily, this is a skill that can be learned. Also, I will have to motivate teams. This can be achieved by inspiring others is the mark of an effective leader. Motivation is best done by example and guidance, not by issuing commands. In addition, I will have to build teamwork. Putting together strong teams that work well is another trait of great leaders. The opposite is also true: if a team is weak and dysfunctional, it is generally a failure in leadership (Merrit and Reynolds, p. 81-83).

As ascertained from the article, these characteristics can be justified by taking into account the methodology that the article has borrowed which has an objective of integrating field theory of social psychology developed by Bales as a theoretical foundation and as a measurement system to investigate managerial work values and behavior.

3. How you feel about the article (what is your reaction to the article—do you agree with it or not and why)?

This article gives a clear indication that becoming great leaders you need to articulate all principles governing business which in turn leads to high

performance index as far as profit maximization is taken into account. I feel so knowledgeable that various scholars indicated within the articles have justified that values and behavior makes one a great leader drawing my mind from the perception that great leaders are born but not made.

Work Cited

Merrit, Edward and Reynolds, Dennis. *The Effect of Leader Values on Behaviour*. New York: CRC Press, 1994. Print.