

Autonomy and diversity in an organization

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



Section/# Relational vs Bureaucratic Leadership: Impacts upon Autonomy

Diversity in and of itself has been a concept that has been heralded a great deal within the recent past with regards to organizational management and throughout society. As such, it is one of the few realities that can be applied which can both build the cultural integrity as well as expand the viewpoints that a given work group or organization has to draw upon. However, diversity in and of itself does apply a series of tangential affects; not necessarily positive or negative. For instance, one of these effects is the means whereby diversity impacts upon autonomy and levels of control within bureaucratic and relational organizations.

Due to the very nature of diversity, it seeks to draw upon the wellspring of human experience from a variety of backgrounds. When this is applied to a relational style of leadership, the autonomy of the group or of the individual is greatly enhanced. This is of course the result of the fact that each member feels that their relational leadership would best be served by drawing up on the advice and/or guidance of the individual (Yuk 66). Although this can be beneficial at times, it can also serve to decentralize leadership and provide for a very long and costly decision making process. Conversely, with regards to a situation in which a bureaucratic style of management exists, the level of diversity also has an impact upon control but to a much lesser degree than the relational style of leadership/management.

Work Cited

Yukl, Gary. " Effective Leadership Behavior: What We Know And What Questions Need More Attention." Academy Of Management Perspectives 26. 4 (2012): 66-85. Business Source Premier. Web. 29 Mar. 2013.