

Art friedmans leadership style

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



Art Friedman employs the employee-centered model. Art Friedman focuses on meeting the human needs of employees while fostering healthy relationships with them (Lussier & Achua, 2010).

Physiology and safety levels apply to Friedman's Appliance. Earning a decent salary followed by convenient and safe working conditions depict the hierarchy of needs. A generous salary acts as a first level motivator then suitable working conditions come in as a second level motivator. The factor applying to Friedman's Appliance is a hygiene factor. These factors include; quality of supervision, working condition, salary, administration and company policies. The need for achievement also applies to Friedman's Appliance. Employees with the need of achievement were free to choose their appropriate working schedule and propose their pay (Lussier & Achua, 2010).

Equity and expectancy theories do apply in Friedman's Appliance case. Employees expect their input and outputs to be at par as outlined in Equity theory. In Friedmans Appliance, employees could choose their level of salary in accordance with their level of input. According to expectancy theory, there is a direct relationship between motivation and the performance generated. Employees at Friedmans Appliance increased their productivity with an increase in their salaries (Lussier & Achua, 2010).

Friedman employed positive reinforcement. Positive reinforcement is adding a stimulus in order to achieve a superior response. Employees at Friedmans Appliance got a pay raise and also had the benefit of choosing their working schedule. These, in turn, increased their productivity (Lussier & Achua,

2010).

Conscientiousness is one of the five personality dimensions illustrated by Art Friedman. Employees illustrated this by being achievement-oriented, disciplined and organized. Friedmans Appliance employees exhibited this goal-directed behavior. Their conscientiousness positively correlated with their productivity (Lussier & Achua, 2010).