

# Midterm



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Leadership Robert Kelly asserted that there are five different kinds of followers and they are further divided by factors such as those who are independent and are critical thinkers and then there are those who are dependent and no critical thinkers (Burchard 113). The first category of follower is alienated who is a critical thinker and works independently but does not get involved much because of previous experience of discontentment faced due to compliance. The second type is the conformists who comply with the leader but are dependent on him and do not think in a critical manner. The third types are pragmatists who are neither completely dependant nor neither fully critical thinkers. The fourth types are those who do not participate actively in organization and neither work for their self interest. The last type of followers are regarded as exemplary who take full part in organization and critical thinking.

2. Employee empowerment is a term used to refer to the process transfer of responsibility to delegates to carry out certain kind of work along with authority so that the employee can easily carry out a particular task (Callaway 37). Issues with empowerment include the inability and insufficient training of particular employee to handle the task on his own. Another issue is that managers believe that they will lose control if the empower employees. Certain decisions that may be acceptable to one employee may be unacceptable to another.

3. Extrinsic rewards are rewards that are physical in nature and can be easily seen, these rewards are awarded to employees for high performance (Bowditch 18) . These rewards may include increased pay and promotion.

Intrinsic rewards are internal drives and motives due to which an employee might participate in working extra for the organization as he may feel that it

is his responsibility to help the organization. For example; an employee taking on an assignment which was not assigned to him.

4. Herzberg stated that the factors that lead to employee satisfaction are different from factors that lead to employee dissatisfaction and this led to the creation of two factor theory (Sapru 222). These factors are recognized as motivational factors and hygiene factors. He further asserted that hygienic factors include those factors that can lead to unpleasant working condition if ignored by the organization and can lead to dissatisfaction among employees. Motivational factors are factors related to an individual's requirement of growing further and these factors can lead to employee satisfaction if they are met.

5. Motivation is internal drives to achieve something and in order to achieve something, individuals may work very hard (Daft 259). Leaders need to understand the concept of motivation as one of their principle task is to influence their followers. One method of influencing followers is to motivate them towards achieving goals and objectives. Leaders can motivate followers by simply giving to positive feedback or empowering them to conduct tasks and make decisions on their own. Or they can fulfill and help in fulfilling certain needs of their followers which will motivate them to work as the leader instructs.

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