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Research Summary; Journal of Leadership and Organizational Studies

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The research done by Brian Tate aimed at examining the variability in leadership results in a given period as a function of personal discrepancies. It investigated to what extent people get recognized as readers and how that varies over time with authentic leadership and monitoring as interpreters (Tate 2008, p. 16).

The research was done on undergraduate students from Midwest Academy of Management. Data collected was from 115 undergraduate students in an upper-level of a leadership course. They were randomly distributed into 29 groups with each consisting of three to four members. 30 female and 39 male participants completed all the requirements and were included in the data analysis (Tate 2008, p. 19).

In assessing self-monitoring, the Snyder and Gangestad's version of a self-monitoring scale was used (Tate 2008, p. 19). A measure of authentic leadership was created during the research because no such measures were in existence. The created measure was based on Georges five characteristics of authentic leadership that are; passion for the purpose, leading with heart, demonstrating self-discipline, practicing solid values, and establishing enduring relationships. The responses were using the 5-point Likert-type scale (Tate 2008, p. 19). To test hypotheses 5, 3, and 1 of the research, correlational analysis was used while hypotheses 4 and 2 were tested using Hierarchical Linear Modeling (Tate 2008, p. 20).

The results failed to support hypotheses 5, 3, and 1. There was no substantial correlation between perceptions of leadership and self-monitoring. Based on the results, neither authentic leadership nor self-

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monitoring correlated with self-rated perceptions of leadership. Leadership perceptions over time were, however, positively related to all measurement times (Tate 2008, p. 21). The researcher concluded that the variations on how individuals are seen as leaders by others have effects on leadership practice (Tate 2008, p. 27).

References

Tate, B. (2008). A Longitudinal Study of the Relationships Among Self-Monitoring, Authentic Leadership, and Perceptions of Leadership. *Journal of Leadership & Organizational Studies*, 15(1), 16-29.