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Leadership Styles in Organizations

A key topic in Organizational & Industrial Psychology

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Sample MCQs For Psychology Entrances

Let's first see how this topic appears in the exam!

Q1. Which leadership style focuses on strict rules, close supervision, and little employee input?

A Laissez-faire

B Transformational

C Democratic

D Autocratic

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Q2. According to Fiedler's Contingency Model, task-oriented leaders are most effective in:

A Moderately favourable situations

B Highly favourable or unfavourable situations

C Situations with high ambiguity

D Situations of moderate control

Read carefully and try to solve it on your own.
If you can't, the last slide has the answer.

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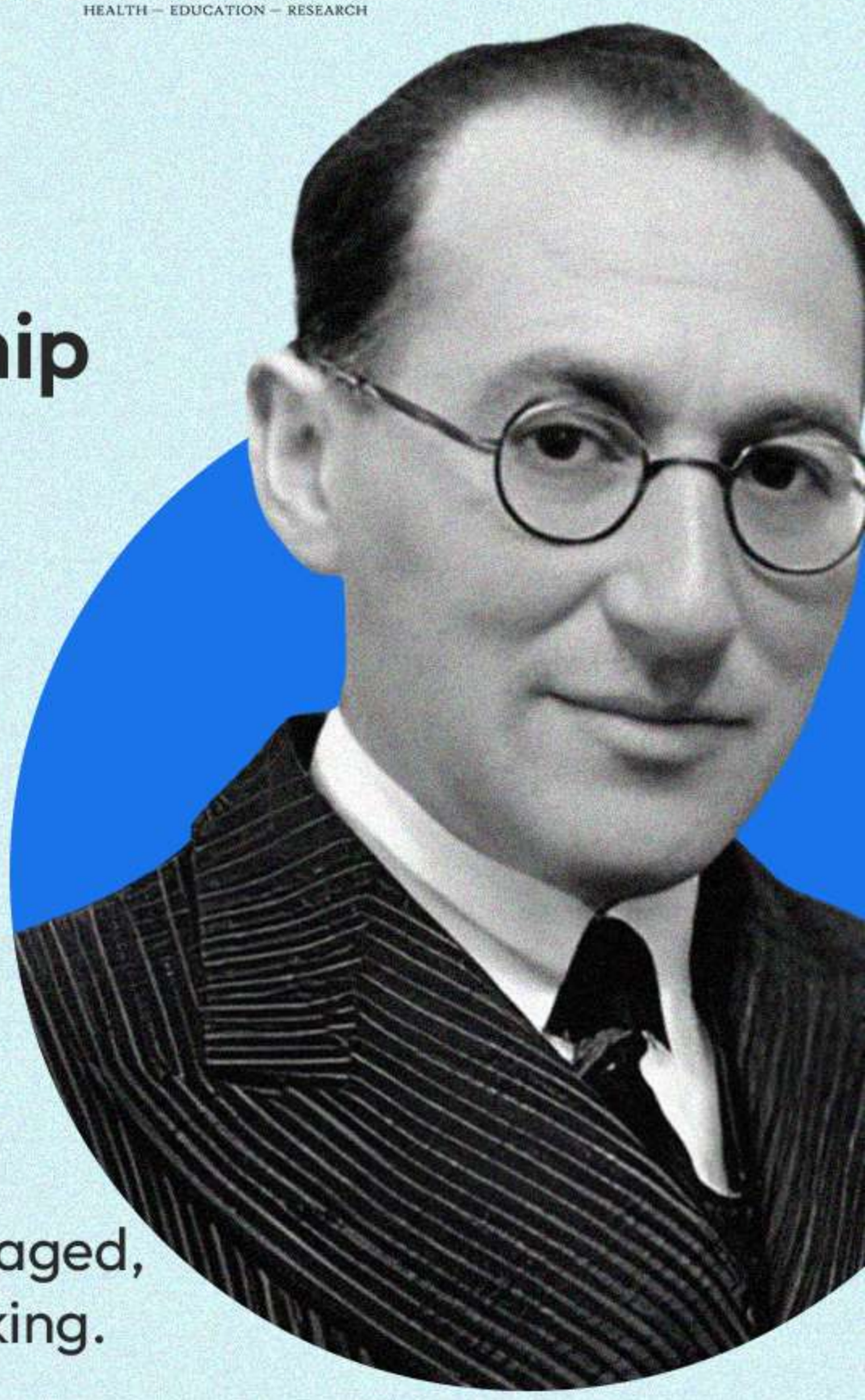
What is Leadership in Organizations?

- Leadership = process of influencing and guiding group members toward achieving goals.
- In organizational psychology, leadership is studied for its impact on motivation, productivity, and group dynamics.
- Different styles evolved through research in management and psychology (Lewin, Fiedler, Bass, etc.).

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Lewin's Leadership Styles (1939)



Kurt Lewin classified leadership into 3 broad styles:

- **Autocratic**
  centralized decisi-ons, strict control.
- **Democratic**
  participation encouraged, shared decision-making.
- **Laissez-faire**
  leader provides minimal guidance, group autonomy.

This is the foundation for later theories!

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Autocratic Leadership

- Leader makes decisions without input.
- Suitable in emergencies or military settings.
- Downsides: low morale, dependence, and resistance.



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Democratic Leadership

- Emphasizes participation & collaboration.
- Associated with higher satisfaction and creativity.
- Works well in knowledge-based organizations.

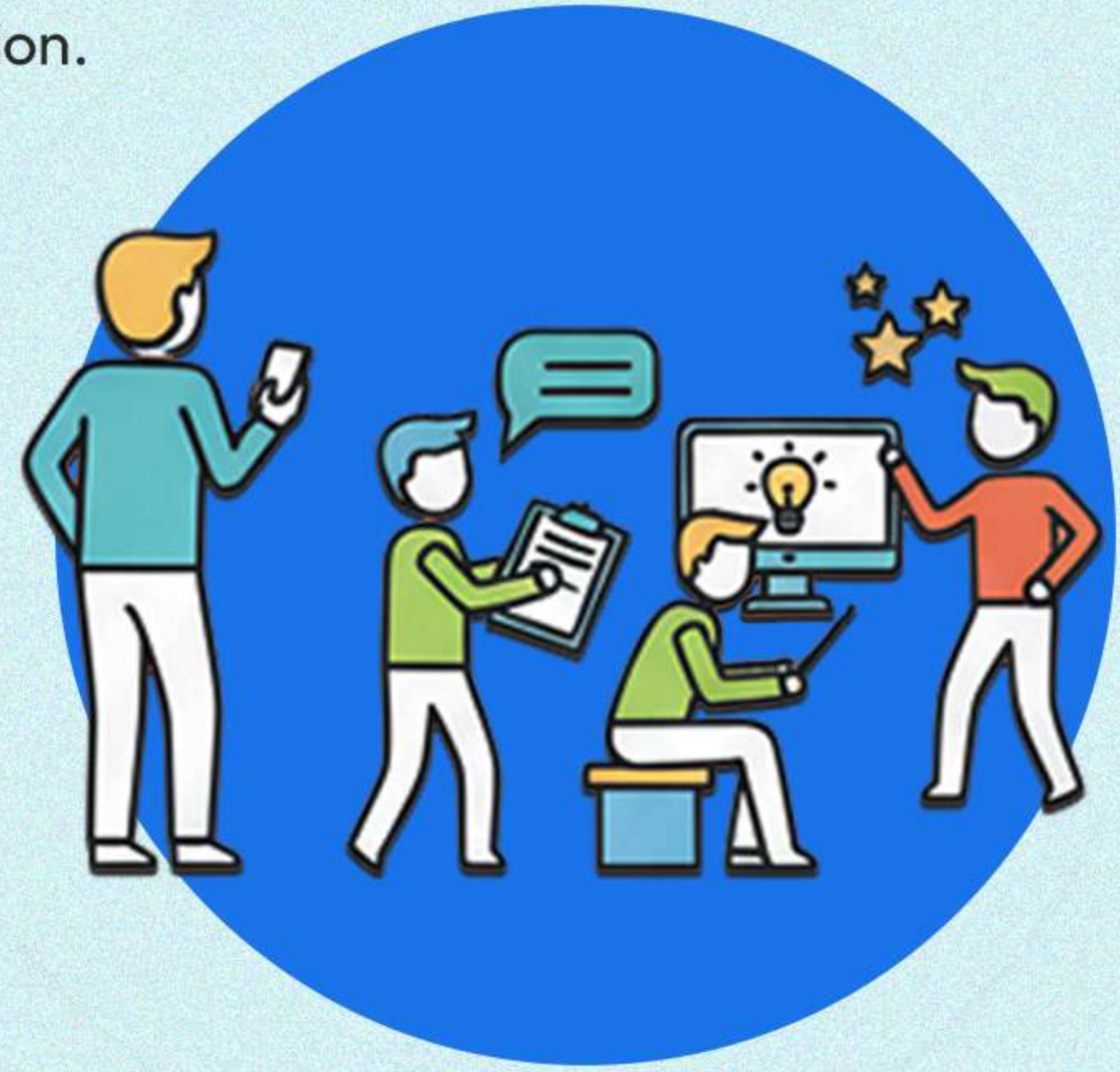
Research: Lewin found that democratic groups showed better quality work than autocratic groups.

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Laissez-faire Leadership

- Leader provides little guidance.
- Works when the group is highly skilled and motivated.
- Risk: may lead to confusion, a lack of direction.



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Modern Leadership Theories

Beyond Lewin:



Fiedler's Contingency Theory (1967)

Effectiveness depends on the leader's style + situation.



Transactional Leadership

Based on rewards & punishments.



Transformational Leadership

Inspires, motivates, brings change.

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The correct answers are:

Q.1 d) Autocratic

Q.2 b) Highly favourable or unfavourable situations