Management and Organization Behavior

Literature review and annotated bibliography

COMPREHENSIVE RESEARCH ESSAY PLAN WITH JOURNAL ARTICLE SUMMARIES

Essay Plan

The essay plan is to focus on the concept of how change and leadership are interrelated in present day organizations and how OB theories can be applied in organizations to be able to bring in change effectively. The focus is on delivering a detailed understanding of how organization behavior theories can be related to leadership in the context of change. The essay is to be based on literature analysis and 3 journal articles have been summarized in the following section for this purpose. The essay shall be written based on these research articles and shall help provide insights into the concepts of leadership and change. The practical approach of leadership skills are based on the foundation of certain leadership theories. Application of these theories in the company enables an organization to achieve their strategic goals through change and restructuring, innovation and competency growth.

3 Journals summarized

Article 1

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| Title and Article Reference | Overstreet, R. E., Hanna, J. B., Byrd, T. A., Cegielski, C. G., & Hazen, B. T. (2013). Leadership style and organizational innovativeness drive motor carriers toward sustained performance. *The International Journal of Logistics Management*, *24* (2), 247-270 |
| Aim / Purpose of article | The article clarifies the idea of administration, initiative styles and how it impacts maintained execution. It frames a critical test where there is an assessment of administration abilities and its effect on the execution of an association. It is to a great degree genuine that in a group when individuals cooperate and towards a typical target they build up a camaraderie, make collaborations and begin seeing belongingness. |
| Sample, location, method of data collection and analysis | The strategy utilized for the examination article is writing audit where in a great deal of data has been looked for from dependable sources on initiative. Authoritative variables identified with administration conduct incorporate hierarchical esteems, counter standards, uncertainty and rivalry. |
| Findings/Interpretations reported in the article | The vagueness of the approaches and capacities in an association are extraordinarily in charge of political conduct as they need lucidity and make circumstances where authority conduct can emerge. An examination of initiative hypotheses shows that there must be more grounded level of comprehension about administration styles received with the goal that the business association or supervisor can embrace better strategies. |
| Significance/contribution of the article in relation to your other articles and your topic | This can help advance inspiration in the association and initiative accomplishes this. At the political level, these components can enable settle on to better choices in an association. Fitting levels of initiative can help guarantee that there is solid administration of assets and there is better execution in an association. |
| Strengths of the article | It is prescribed that an all encompassing methodology be utilized to manufacture better levels of proficiency in the initiative selection process. Positive authority is to a great degree helpful. |
| Weaknesses of the article | The article, however it mentions a few administration hypotheses in detail, it doesn't specify negative authority hypothesis. Antagonistic initiative is the use of effect on individuals who view one as a pioneer and to influence them to receive false practices. This can be very destructive. |
| Quotes from the article that you plan to use in your assignment | “Authority is a critical part of changing administration. Authority help shape and oversee groups at function and additionally generally. It is basic for this situation that there be concentrate put on making a domain where in individuals can comprehend hierarchical objectives and have a typical vision. This can help make viability and better competency” (p.24). |

Article 2

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| Title and Article Reference | Ertureten, A., Cemalcilar, Z., & Aycan, Z. (2013). The relationship of downward mobbing with leadership style and organizational attitudes. *Journal of business ethics*, *116*(1), 205-216. |
| Aim / Purpose of article | It helps the association to take cutting edge choices and aides in usage of the organizations’ long haul designs or systems. Along these lines authority has additionally formed into different stages. |
| Sample, location, method of data collection and analysis | Logical deduction has been used along with quantitative analysis. Hierarchical esteems, if sufficiently solid then they can help check political conduct in an association. Counter standards which allude to authoritative norms and practices affect the political conduct in an association. |
| Findings/Interpretations reported in the article | Administration is a fundamental quality that makes legends. |
| Significance/contribution of the article in relation to your other articles and your topic | It enables a normal individual to transcend the basic group and structures an exceptional effect and impact by driving them. Authority is to a great degree basic in an association as it can enable form to better development and create intensity in an association. Authority is thought to be a vital administrative expertise and also an instrument that can enable associations to develop. |
| Strengths of the article | It has additionally advanced in light of authoritative needs. Initiative is subsequently an attribute that gets bolster for achievement of a shared objective. It enables the association and the general population in the association to accomplish better levels of improvement and furthermore rouse them to perform better overall. |
| Weaknesses of the article | The article, however it mentions a few administration hypotheses in detail, it doesn’t specify negative authority hypothesis. |
| Quotes from the article that you plan to use in your assignment | “It makes a feeling of having a place which indicates requirement for development and in addition imagination and influences the representatives to feel that their development lies in the development of the association” (p. 23). |

Article 3

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| Title and Article Reference | Mulki, J. P., Caemmerer, B., & Heggde, G. S. (2014). Leadership style, salesperson’s work effort and job performance: the influence of power distance. *Journal of Personal Selling & Sales Management*, (ahead-of-print), 1-20. |
| Aim / Purpose of article | Authority conduct in associations is exhibited through taking activities, considering more extensive parts and helping the association accomplish better advance through spotlight on enhancing the general hierarchical execution. |
| Sample, location, method of data collection and analysis | Logical deduction has been used along with quantitative analysis. Hierarchical esteems, if sufficiently solid then they can help check political conduct in an association. |
| Findings/Interpretations reported in the article | Tattles, clashes, groupism, social loafing and other such negative practices are cases of negative administration |
| Significance/contribution of the article in relation to your other articles and your topic | . Groups shape a critical component of present day associations. Negative administration can make clashes and protection change which are greatly perilous for the advance of an association. It is critical to think about the negative effect of authority also. |
| Strengths of the article | Initiative not just spurs individuals, it likewise coordinates individuals and encourages the execution of exercises required to accomplish the shared objective and however a few different components change, the rudiments of authority remain thus powerful correspondence is an imperative part of creating viable correspondence and shared objectives in the association. |
| Weaknesses of the article | The article, however it mentions a few administration hypotheses in detail, it doesn’t specify negative authority hypothesis. Antagonistic initiative is the use of effect on individuals who view one as a pioneer and to influence them to receive false practices. This can be very destructive. |
| Quotes from the article that you plan to use in your assignment | “In the event of initiative conduct being displayed, it is critical that there be powerful use of existing assets to accomplish authoritative objectives with higher competency and aggressiveness and make advancement and productivity in the association and ought to be empowered in a positive course” (p.14) |

References

1. Overstreet, R. E., Hanna, J. B., Byrd, T. A., Cegielski, C. G., & Hazen, B. T. (2013). Leadership style and organizational innovativeness drive motor carriers toward sustained performance. *The International Journal of Logistics Management*, *24* (2), 247-270

2. Ertureten, A., Cemalcilar, Z., & Aycan, Z. (2013). The relationship of downward mobbing with leadership style and organizational attitudes. *Journal of business ethics*, *116*(1), 205-216.

3. Mulki, J. P., Caemmerer, B., & Heggde, G. S. (2014). Leadership style, salesperson’s work effort and job performance: the influence of power distance. *Journal of Personal Selling & Sales Management*, (ahead-of-print), 1-20.