Is Leadership in the Eye of the Beholder?: A Study of Intended & Perceived Leadership Strategies & Organizational Performance



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Reviews

This kind of pdf is almost everything and made me seeking forward and much more. It is actually packed with wisdom and knowledge You will not really feel monotony at whenever you want of your own time (that's what catalogs are for about when you question me). (Martina Maggio)

IS LEADERSHIP IN THE EYE OF THE BEHOLDER?: A STUDY OF INTENDED & PERCEIVED LEADERSHIP STRATEGIES & ORGANIZATIONAL PERFORMANCE



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The Rockwool Foundation Research Unit. Paperback. Book Condition: new. BRAND NEW, Is Leadership in the Eye of the Beholder?: A Study of Intended & Perceived Leadership Strategies & Organizational Performance, Christian Botcher Jacobsen, Camilla Denager Staniok, The HRM literature argues that intended leadership practices can be perceived entirely different by employees, and that perceived practices are more likely to be related to performance than intended practices, because perceived practices are closer related with motivation and commitment. Using a sample of 1,621 teachers and 79 Danish high schools, we find that intended and perceived transformational and transactional leadership strategies are only weakly correlated, and that only perceived strategies (both transformational and transactional) are significantly related to objectively measured school performance.

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