

<<领导模式与组织绩效关系研究>>

图书基本信息

书名：<<领导模式与组织绩效关系研究>>

13位ISBN编号：9787309087376

10位ISBN编号：7309087372

出版时间：2012-5

出版时间：复旦大学出版社

作者：荆丰

页数：450

字数：354000

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内容概要

This book is also a valuable resource for researchers. Feng Fenwick Jing is to be congratulated for his excellent research that makes a valuable contribution to the study of leadership. Not only are the approach, structure, methodology and data collection of the highest standard, but the results open up many avenues for future research. My hope is that researchers in China and elsewhere will continue this ground-breaking investigation.

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书籍目录

Chapter 1 Introduction

- 1.1 Introduction
- 1.2 Importance of "the leadership-performance relationship"
- 1.3 Research question
- 1.4 Research model
- 1.5 Significance of this research
- 1.6 Outline of this book

Chapter 2 Literature Review

- 2.1 Introduction
- 2.2 Link between leadership and organisational performance
- 2.3 Definition of leadership
- 2.4 The history of leadership
- 2.5 Leadership typologies
- 2.6 Characteristics of Avey's leadership paradigms
 - 2.6.1 Classical leadership
 - 2.6.2 Transactional leadership
 - 2.6.3 Visionary (transformational, charismatic) leadership
 - 2.6.4 Organic leadership
 - 2.6.5 Summary
- 2.7 Review of the performance measurement literature
- 2.8 Leadership paradigms and organisational performance
 - 2.8.1 Classical leadership and organisational performance
 - 2.8.2 Transactional leadership and organisational performance
 - 2.8.3 Visionary leadership and organisational performance
 - 2.8.4 Organic leadership and organisational performance
 - 2.8.5 Hypotheses
- 2.9 Importance of mediating variables
 - 2.9.1 Mediating role of vision
 - 2.9.2 Mediating role of organisational climate
 - 2.9.3 Mediating role of trust between leader and follower
- 2.10 The relationships between leadership paradigms, staff turnover/manager tenure and organisational performance
 - 2.10.1 The relationship between leadership paradigms and staff turnover
 - 2.10.2 The relationship between leadership

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Chapter 3 Research Methodology

Chapter 4 Data Preparation and Measurement Model

Chapter 5 Hypothesis Testing and Research Findings

Chapter 6 Discussion and Implications

References

Appendices

章节摘录

版权页：插图： However, in general, the effects of leadership on organisational performance have not been well studied, according to House and Aditya's review (1997). In particular, House and Aditya (1997) criticised leadership studies for focusing excessively on superior-subordinate relationships to the exclusion of several other functions that leaders perform, and to the exclusion of organisational and environmental variables that are crucial to mediate the leadership-performance relationship. Indeed, in trying to understand leadership, scholars have tended to break it down into smaller components, focusing on narrow facets such as decision making (Vroom and Yetton, 1973) or teamwork (Mehra, Smith, Dixon and Robertson, 2006). In sum, despite a hypothesised leadership-performance relationship suggested by some researchers, current findings are inconclusive and difficult to interpret. Some scholars (e.g. Avolio, 1999; Rowe, 2001; Yukl, 2002) believe that leadership facilitates organisational performance enhancement, while others (e.g. Avery, 2004; Drath, 2001; House and Aditya, 1997) contradict this. Different concepts of leadership have been employed in different studies, making direct comparisons virtually impossible. Also, many organisational and environmental variables that appear crucial to effective leadership performance have been ignored in studies of the leadership-performance relationship. Gaps and unanswered questions remain. There is a need to re-examine the proposed leadership-performance relationship. Therefore, this book attempts to address deficiencies in existing research and re-examine the supposed leadership-performance relationship. It does so by including additional organisational and environmental variables that the literature predicts are crucial to mediating the leadership-performance relationship, by expanding the number of leadership paradigms to be examined, and by focusing on a more rigorous taxonomy of leadership paradigms proposed by Avery (2004).

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编辑推荐

《领导模式与组织绩效关系研究:以澳大利亚医药销售企业为例》由复旦大学出版社出版。

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