

Organizational Leadership and Attitude-Behavior Theory

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Organizational leadership is examined through the prism of attitude and behavior in the paper "A new Attitude-Behavior theory for organizational leadership" by Aitala P.S. (2019). The author of this study attempted to create a hypothesis of the successful activities of leaders based on their conduct in companies. According to the author's hypothesis, a leader's actions are determined by attitude, which depends on four variables of feelings, emotions, beliefs, and environment (Aithal, 2019).

Within these settings, a leader's attitude can be either positive or negative. Therefore, a supportive, effective, and good workplace fosters a positive mindset, which in turn, makes leaders more effective (Aithal, 2019). A terrible environment, on the other hand, perpetuates unfavorable attitudes because of negative feelings and frustrations, which again depend on the decision maker's current and previous environments (Aithal, 2019). Within these settings, the author develops and discloses the tenets of attitude and behavior in relation to organizational leadership.

The article makes it evident that a leader with a winning mindset is a valuable asset to the company, and people gain directly or indirectly from such a leader. The author's main finding is that decision-making by leaders should be based on accurate projections made with the use of a predictive analysis system (Aithal, 2019). When deciding how to address organizational or personal issues, a leader's attitude is crucial. Fundamentally, a leader's disposition affects his or her capacity to recognize a problem, develop potential solutions, evaluate those ideas to choose the best option, and then implement the best option as a workable solution. This article became an intriguing piece of research due to the concept selected and its potential in future studies.

Reference

Aithal, P. S. (2019). [*A new attitude-behavior \(AB\) theory for organizational leadership*](#). *International Journal of Management, Technology, and Social Science*, 4(1), 83-97. Web.

Leadership And Organizational Behavior Paper

**Daniel A. Wren, John A.
Pearce, Academy of Management**



Leadership And Organizational Behavior Paper:

Unethical Pro-Organizational Behavior. The Role of Loyalty in Ethical Leadership Ilka Bükér, 2016-08-03 Bachelor Thesis from the year 2016 in the subject Business economics Business Management Corporate Governance grade 1.7 University of Cologne language English abstract Leaders act as mediators between an organization and its employees. They are agents of the organization and have a role model function for their followers. Since leaders play a significant role in motivating ethical behaviour of their subordinates, most scholars have focused on the consequences of leader behaviour on their followers. However, it is more complex and therefore ethical behaviour should be determined in a first step. Imagine a situation in which someone detects a colleague hiding information about the environmental pollution of a new production process. Is it ethically right to collaborate and be loyal to the colleagues and protect the entire organization? Or is it ethically right to tell the truth to supervisors or the public to protect the environment and a larger society? What about a situation in which someone observes a co-worker manipulating sales numbers that are necessary to achieve group targets? Is it ethically right to collaborate and maintain silence? Or is it ethically right to tell the truth even though group objectives cannot be achieved by being honest? What if jobs are related to achievement of objects and are possibly cut in case of not obtaining these targets? Imagine a situation in which someone withholds relevant information about a customer to other members of the organization who do not work on the same team. Is it ethically right to deprive these information in order to give an edge to the in-group? Or is it ethically right to share those details across all colleagues who hold a stake in order to improve the overall performance? What is perceived as ethically right, wrong, or desirable differs across cultures, organizations, individuals, and situations. In contrast to the leader perspective of previous scholars and considering those differences, Fehr, Yam, and Dang took a follower-centric perspective on ethical leadership. Within their novel conceptualization of ethical leader perception, moralized leader behaviour can entail value-consistent behaviour depending on what is morally relevant to an individual and the organizational culture. If ethical leader behaviour is subject to moral values of an individual or of the organization, it depends on either the organization and the leader's behaviour or the moral identity of a follower and the leader's behaviour if this behaviour is perceived as ethically right or desirable.

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