Organizational Leadership and Attitude-Behavior Theory

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

Liying Dong

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