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PATH-GOAL THEORY OF LEADERSHIP

Robert House

Leader's job is to create a favourable environment that helps employees reach the organization's goals

Must clarify goals for the subordinates and clear the path for realizing the goals.



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According to this theory the leader's effectiveness depends on the characteristics of the environment and the characteristics of the subordinates.



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Directive leadership

Supportive leadership

Participative leadership

Achievement –oriented leadership



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Path goal theory suggests that depending on the followers and situation, these different leader behaviours can increase goal clarity of followers, enhance their level of satisfaction and raise their expectations that effort will result in effective performance, which in turn, will lead to valued rewards.



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Leadership and followership

- (i) reward power**
- (ii) coercive power**
- (iii) legitimate power**
- (iv) expert power**
- (v) referent power**



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- (i) performance or responses of subordinates**
- (ii) characteristics of subordinates
- (iii) the nature of the task
- (iv) organizational policy and climate
- (v) peers and their influence on the leaders
- (vi) influence of supervisors on the leader.



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How to be an effective leader

- (i) Mental and physical health**
- (ii) Intelligence and knowledge**
- (iii) Clear-cut and worthy goals**
- (iv) Sense of responsibility**
- (v) Motivation**
- (vi) Initiative and drive**
- (vii) Conviction**