

# Study Of Relationship between Leaders Behaviors and Subordinate Job Expertancies 1

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According to the article (A Study Of Relationship between Leaders Behaviors and Subordinate Job Expertancies) , the path goal theory of leadership is that a leader's traits and behaviors can directly affect the satisfaction, motivation and performance of their team members. In other words, how successful a leader is can be determined by their ability to promote the contentment, goals and skills of their subordinates. Applying the path goal theory of leadership to your corporate training initiative will assist a person produce effective and competent leaders that can guide your employees to success.

According to the article (House and Mitchell, 1974) define the functions of a leader as understanding and stimulating subordinates' needs for outcomes. For example, make your business a pleasant place to be. No one wants to stand around in a dingy, boring space for hours on end. Having an aesthetically pleasing, well lit, functional and fun space makes work a lot more pleasant. This means switching out older office equipment(s) or anything that people might want to throw out the window in frustration. Enhancing followers' incentives in order to motivate them for attainment of goals. For example, people will stay with your business if they have a reason to. So if a leader wants to keep their employees motivated, it's worth starting an incentive program. Maybe it's a quarter bonus. If people know they will be rewarded for a job well done, they are more likely to do a good job and stay to see things through within an organization.

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Helping the followers to step forward in order to achieve those incentives. For instance, give your employees room to grow. Especially if your company is expanding. Giving your employees room to grow within the company is a huge motivator. According to Square (2020) there's the dangling carrot of money, yes but there's also the psychological factor of feeling like they're trusted and respected for their work.

Making the followers understand what is expected of them. For instance, a leader should be clear and direct in his/her verbal communication. Communicating expectations effectively is a critical component of what it takes to be a great leader. Without communication around expectations, your employees and workforce won't know what direction to go.

Finally, the leader should reduce those barriers which create frustrations and enhance chances that effective performance results in personal satisfaction. For example, having insight into how business is going makes your employees more invested. So make a point to share information with them on a regular basis. Having the ability to do so will not only make your employees feel like they're Square (2020) an important part of the business, it also helps point out areas where things could be improved through transparency with all parties. House (1970) says that based on expectancy theory, leaders should increase the personal rewards subordinates receive upon achieving goals along with making

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the path to these goals is easier to follow, by clarifying it and reducing roadblocks and pitfalls.

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### Reference

Square (2020, November 24) 10 scientifically Proven Ways to Motivate  
Employees

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