

BEHAVIOURAL STYLES OF LEADERSHIP AND EFFECTIVENESS IN GROUP SITUATIONS

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ABSTRACT

The purpose of this paper is to investigate the impact of some of the environmental aspects of the group (i.e., size, structure, composition, and conflict) on some of the leadership styles that would be effective in a given situation, a given group environment or a given group setting in which a leader is required to function on specific terms (i.e. directive vs. nondirective; delegative vs. non-delegative; employee oriented vs. task oriented styles). It delves on various theories that discuss the group variables such as size, structure, cohesiveness, composition and conflict and their impact on the behavioural styles of leadership, viewed from three different styles of Leadership.

It also discusses the relationship between the environmental variables of the group (i.e., size, structure, cohesiveness, composition, conflict) and the behavioural styles of leadership (i.e., the directive vs. nondirective styles; punitive vs. non punitive styles and employee-oriented vs, task-oriented styles) in the Indian context.

KEYWORDS: *Leadership, Behavioural styles, Effectiveness, Employee, Environment*