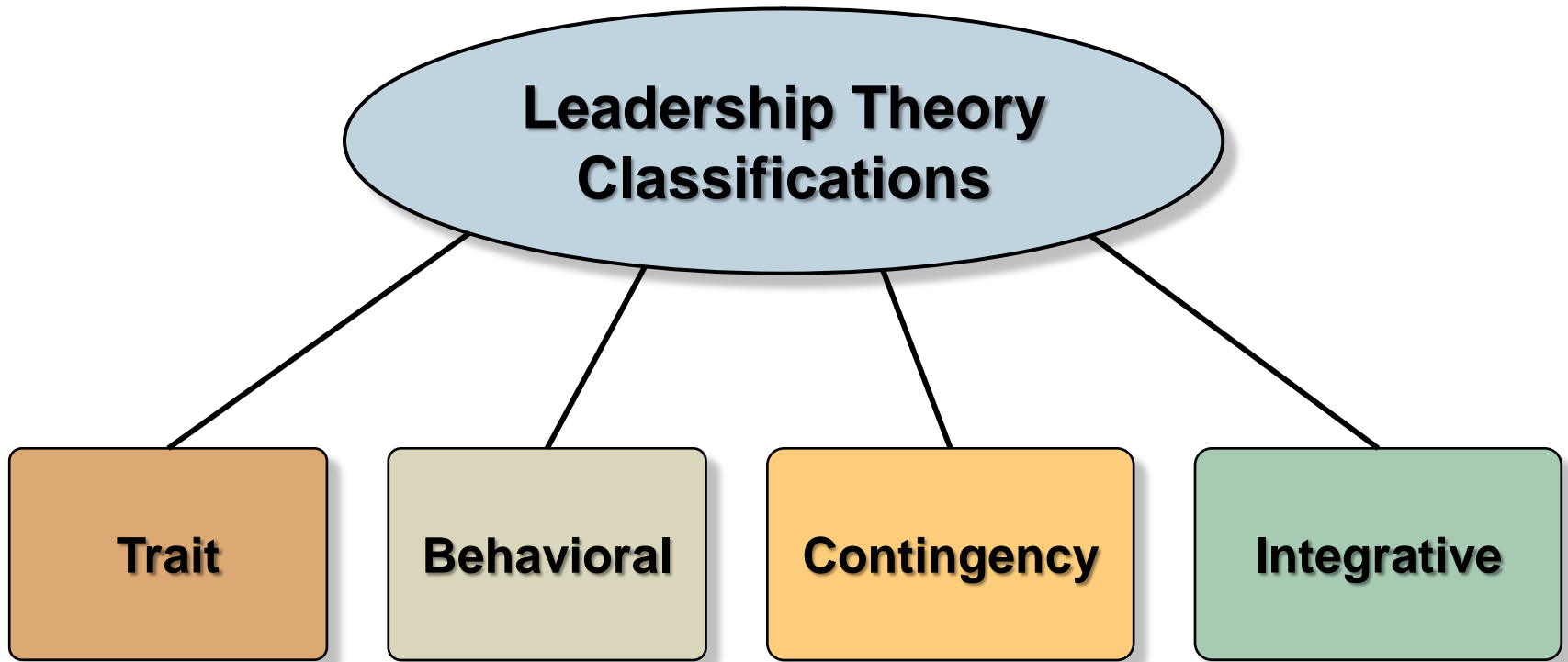


Leadership

02. Traits & Behavior Leadership Theory

Leadership Theory





TRAITS THEORY



Traits Theory

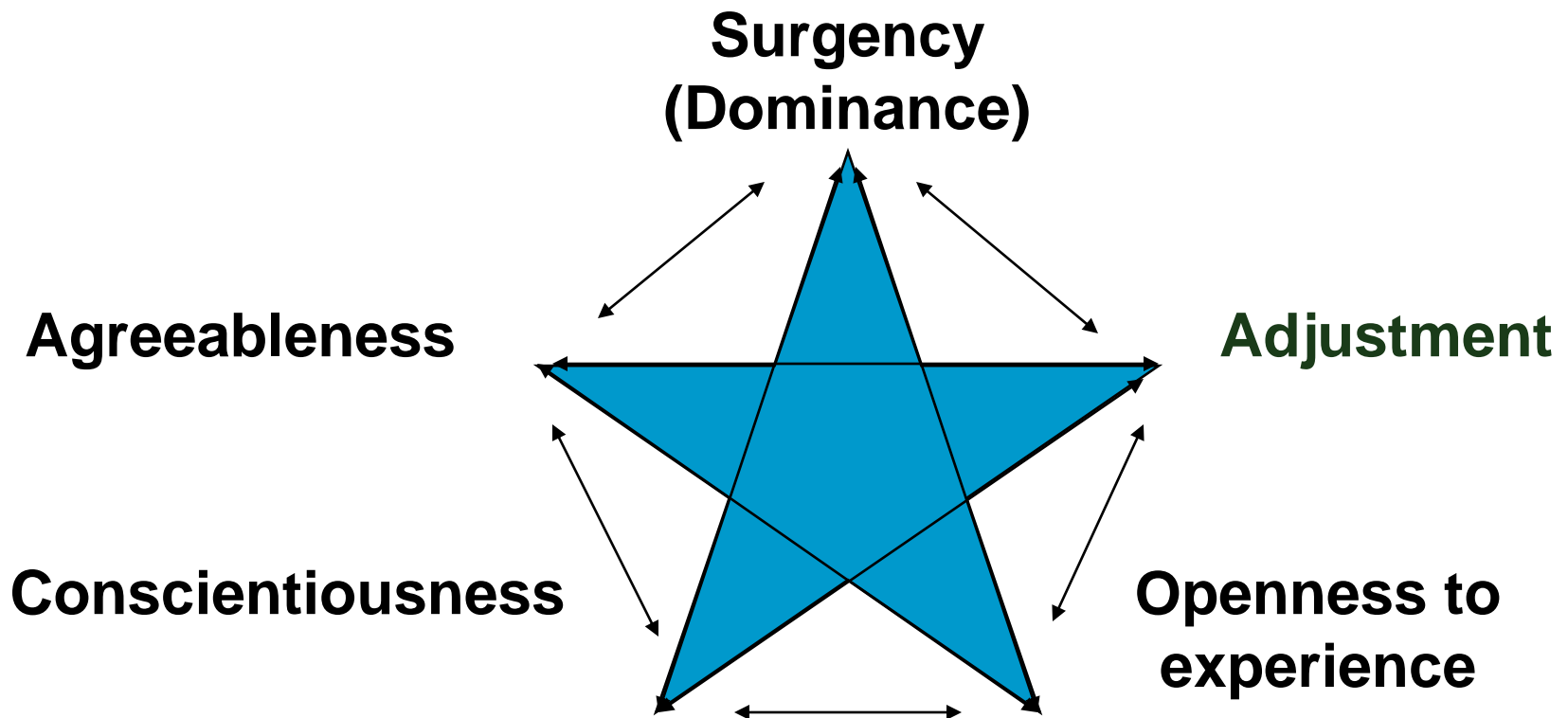
- What is Traits
- Big Five Dimensions of Traits
- AMT (Achievement Motivation Theory)
- LMP (Leader Motive Profile Theory)
- XY Theory
- Pygmalion Effect
- Self Concept


What is Trait?

Sifat



Big Five Dimensions of Traits





The Big Five Model of Personality	Leadership Traits within the Big Five
Surgency	<ul style="list-style-type: none"> a. Dominance b. Extraversion c. Energy/Determination
Agreeableness	<ul style="list-style-type: none"> d. Sociability/Sensitivity e. Emotional intelligence
Adjustment	<ul style="list-style-type: none"> f. Emotional Stability and Narcissism g. Self-confidence
Conscientiousness	<ul style="list-style-type: none"> h. Dependability i. Integrity
Openness	<ul style="list-style-type: none"> j. Flexibility k. Intelligence l. Locus of control

AMT (Achievement Motivation Theory)

- Needs for Power
- Needs for Achievement
- Needs for Affiliation



N-Pow



N-Ach



N-Aff

LMP (Leader Motive Profile Theory)

■ Needs for Power

- ☐ Personalized Power ☒ (bad)
- ☐ Socialized Power ☒ (good)

■ Needs for Achievement

■ Needs for Affiliation

Essential

Moderate

Low

XY Theory



X

Negative, pessimistic
Employees DISLIKE work
Need close supervision

Y



Positive, optimistic
Employees LIKE to work
No need close supervision

Pygmalion Effect

+ Leader expectations →
How he/she treats the followers



Self Concept

Focus on leader's attitude about him/ herself



XY Theory and Self Concept

XY Theory

Self Concept

	Y	X
+	?	?
-	?	?



BEHAVIOR THEORY



Behavior Theory

- What is Behavior
- Iowa University
- Michigan University
- Ohio University
- Leadership Grid

What is Behavior

Perilaku





Iowa, Michigan, Ohio

	Task	People
IOWA	Autocratic	Democratic
MICHIGAN	Job Centered	People Centered
OHIO	Structure	Consideration

Ohio University

		Structure	
		LOW	HIGH
Consideration	HIGH	Low Structure High Consideration	High Structure High Consideration
	LOW	Low Structure Low Consideration	High Structure Low Consideration

Leadership Grid

