

The Effects of Three Leadership Styles on Individual Performance

Authors : Leilei Liang

Abstract : Leadership is commonly classified as formal leadership and informal leadership, which ignores and neglects the effects of 3rd type leadership. The emergence of 3rd type of leadership is closely related to special relations. To figure out the mechanism and effects of 3rd type leadership as well as the impacts of formal leadership and informal leadership on employee performance, this study collects data from 350 participants through a survey and proposes three hypotheses respectively from the perspective of expectation theory. The analytical results provide strong evidence for two of the three hypotheses, which demonstrate the positive correlation between formal leadership and individual performance and the negative relationship between 3rd type leadership and individual performance. This study contributes to leadership literature by putting forward the concept of the 3rd type of leadership. In addition, the effects of formal leadership, informal leadership, and 3rd type leadership on individual performance are discussed respectively in this study.

Keywords : formal leadership, informal leadership, 3rd leadership, individual performance, expectation theory

Conference Title : ICBIAS 2021 : International Conference on Business, Innovation and Administrative Sciences

Conference Location : Zurich, Switzerland

Conference Dates : September 16-17, 2021