

Follower Upward Influence Tactics: A Review of Quantitative Studies

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Abstract : Interest in how followers may influence their leaders in order to achieve their goals can be traced to studies in the late 1970s. The last major review of the literature was published over a decade ago in 2002. It would seem timely then to take stock of the literature and consider what we have learned since then. In so doing, our aim is to derive an empirically-based framework for understanding the effects of upward influence tactics to underpin future research in the field. Many factors are identified as having a major effect on upward influence processes including goals of influence, culture, gender, leadership style and the outcome of influence. A key conclusion from our review is that although upward influence tactics can result in positive outcomes for followers, the results from many studies are more often than inconclusive.

Keywords : upward influence tactics, influence tactics, influence strategies, followership

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