

Discussion of Leadership Styles and Performance Management in MNEs

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Abstract : Most leadership theories focus on leader's development. However, in reality, the led is also very important in the leadership process. Development relates to ensure the individual to grow in the skills, knowledge, and abilities to perform at leaders' highest possible level now and for the future. The topic area of the relationships among leadership styles, subordinate maturity, and information distinction was identified because it is a practical problem and personal experiences occurring in multinational enterprises. Some questions to be answered through this critical analysis of the literature are: (1) What are the effective leadership styles in the leader-member and member-member relationships? (2) How do the subordinates react to leaders' managerial style? (3) What are the relationships among leadership styles, subordinate maturity, and resulting information distinction? (4) What kinds of information distinction effects the relationships between leadership styles and subordinate maturity? (5) Where do leaders and subordinates can get information, and how? (6) In what areas are leaders' or subordinates' knowledge weakest, and how can they get others to prove the information they need? (7) How important is that information to the subordinates? (8) Do the leaders keep too much information for their subordinates because it is inconvenient? The main purpose of this review is to explore the theoretical and empirical literature about the relationships among leadership style, subordinates maturity, and information distinction implications in multinational Taiwanese organizations to identify areas of future scholarly inquiry.

Keywords : leadership style, subordinate maturity, information distinction, multinational organization

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