

Autocratic Leadership

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Outline

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WHAT'S LEADERSHIP?

- Leadership is a process in which an individual influencing a group of people to accomplish common goals.
- There are several types of leadership (ex. Democratic, Autocratic, Transformational, and Laissez-faire)

AUTOCRATIC LEADERSHIP

- The leader holding so much power and decision-making authority.
- Decision-making process is centralized.
- Leaders do not entertain suggestions and initiatives from subordinates.
- Decision-making is fast, as only one person decides for the whole group
- By virtue of their position, the leader extensively monitor and scrutinize employees and determines policies, reward and punishment.

CHARACTERISTICS OF AUTOCRATIC LEADERSHIP

- Little or no input from group members
- Leaders make the decisions
- Group leaders dictate all the work methods & processes
- Group members are rarely trusted
- Relies on threats and punishment to influence employees
- Does not trust employees
- Does not allow for employee input



CHARACTERISTICS OF AUTOCRATIC LEADERSHIP

- Employees become tense, fearful, or resentful
- Employees become more dependent
- Low employee morale, high turnover and work stoppage
- Employees are more likely to leave their group and take their resources elsewhere
- Autocratic leadership is not a stable long-term solution to the problem of public goods.
- Autocratic leadership enforcing their subordinates to reconsider their membership and leave their organization

NEGATIVE SIDES OF AUTOCRATIC LEADERSHIP

- Autocratic style leaders will do whatever they feel is necessary to pursue their plans.
- They decide which group members should contribute
- Under autocratic leadership, subordinates are unhappy about the amount of control they could exercise over the decision-making process.
- The leader can threaten the stability of organization.
- Considering the notion of extended self-interest, subordinates more likely preferring to work with democratic leaders.

POSITIVE SIDES OF AUTOCRATIC LEADERSHIP

- Decisions is faster than democratic style of leadership
- It's commonly used in situations where control is necessary
- When conditions are dangerous, rigid rules can bring stability
- The only viable solution to social dilemma conflicts is the adoption of a coercive, non-democratic regime
- Hobbes (1651/1939) asserted that only strong central authority or leader figure can save society from the ruthless competition of selfish individuals.
- Social dilemma tragedies can be avoided if groups are willing to implement dictatorial solutions (Hardin, 2009)

POSITIVE SIDES OF AUTOCRATIC LEADERSHIP

- Organizations led by the autocratic leaders are slightly more productive than democratically led organizations.
- Autocratic leadership is more efficient to tackle intra organizational conflicts including the distribution of scarce resources.

CONCLUSION

- Autocratic leadership is the coercive type of leadership in which power concentrates in the hand of one person or a group of individual.
- Decisions and policies decided by the single leader without contribution of others.
- It good for the short term group stability and anarchy, but it has a reverse impact on the organization in the long term.

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