

Study of the Definition of the Leadership

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Abstract

The aim of the article is to explore and analyze the existing definitions of the term "leadership" in the scientific literature. This is due to the development in the recent years of many leadership studies and the need of a unified definition that gives the most complete and accurate description of the essence and peculiarities of the term. In the article is applied a content and comparative analysis and the main characteristics of the term "leadership" are defined.

The object of the study is the term "leadership".

The subject of the study is the comparative assessment of the different essence of the definitions of the term "leadership", as well as their comparison according to quantitative and qualitative measures and assessments.

The purpose of the article is to summarize the key characteristics of leadership given by the different definitions of the term and refining the term on the basis of complementing, clarifying and further development.

The hypothesis in the article is related to the need of the precise definition of the term "leadership" in the context of a strong digitalization of the economy and the business sector.

Model for comparative analysis of the main definitions of the term «leadership»

The model for comparative analysis of the main definitions of the term «leadership» includes seven phases that determine and follow the process of comparison, the scope and sequence of the actions, the methods and the results (Figure 1).

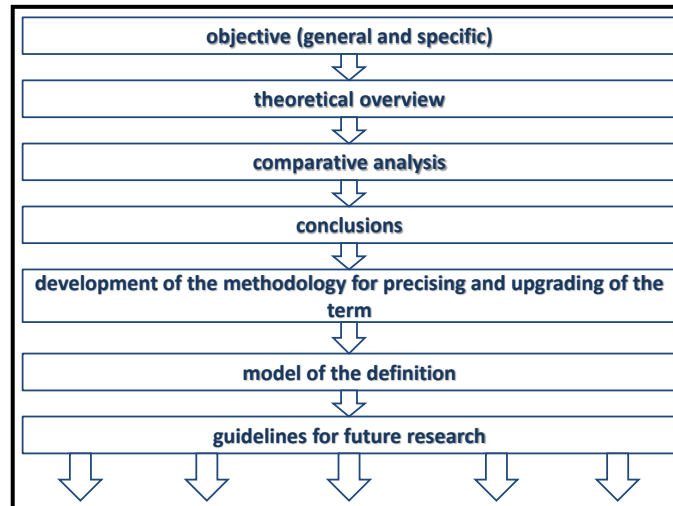


Fig 1. Model for comparative analysis of the main definitions of the term «leadership»

The seven phases should be applied in such a way as to ensure the logical link between the results of the comparative review, distinguishing between innovation, coherence of data and complementarity. In this line of thought, it can be assumed that each previous phase of the model is a prerequisite for starting the next step and each subsequent element of the model upgrades the previous one.

In order to solve the problems set in the article, the model for performing the comparative analysis of the main definitions of the term "leadership" includes the following phases:

- objective – general and specific;
- theoretical overview;
- comparative analysis according to qualitative and quantitative criteria;

- development of the methodology for precisising and upgrading of the term "leadership";
- model of the definition of the term "leadership";
- generating guidelines for future research.

The selection of the definitions to be studied is oriented towards the fulfillment of the general and specific objectives of the study, namely –precising and upgrading the definition of "leadership" according to the dynamically changing environment conditions. The selection of the theoretically studied definitions is based on objective criteria, secured by the relevant qualitative and quantitative indicators. The comparative review takes into account the specific challenges associated with the variety of leadership concepts, methodologies for analysis and assessment of the leadership style, methods to build up leaders.

The model for comparative analysis of the main definitions of the term «leadership» logically is multicriterial, as linking the possibility of quantitative comparison by certain criteria for evaluation of the different concepts, models, systems for defining, analyzing and assessing leadership and / or the style of the leader.

The criteria according to which the analysis is carried out are divided into three main groups:

- main distinctive features of the leader
- the main factors, defining the leadership style;
- the main manifestation of the relation “leader-team” and “leadership style – leadership of the organization”.

The conclusions as a phase of the model for performing the comparative analysis of the main definitions of the term "leadership" point to the fundamental similarities and differences, according to the criteria studied, between the main definitions of the analyzed concept. These conclusions are a prerequisite for developing methodology for improving the term “leadership”.

On the basis of the defined conclusions and "bottlenecks" in the theoretical description of the term "leadership", a synthesis of a qualitatively improved definition should be made, which should become a prerequisite for further research and analysis on the topic.

As a result of the comparative analysis between the main definitions of the term "leadership", it can be summarized that:

- the analyzed theoretical definitions examine the essence of the term "leadership" only on one side;
- many of the theoretical definitions of the term “leadership” assume that the leadership style is stable in time and is not affected by situational variables;
- the leader's style is often defined abstractly and incomprehensibly, making his real research difficult;
- the effective leadership is not about unidirectionality, but about taking into account the changing and dynamic factors that affect organizations and teams.

As a result of the comparative review of the definitions of the term "leadership", the concept of "leadership" can be upgraded and refined in the following way:

- leadership has a peculiar influence on the views and actions of human resources;
- leadership creates prerequisites for achieving a certain team interaction;
- leadership concentrates the efforts and the potential of the team on the achievement of a certain organizational goal;
- leadership is long-term oriented towards meeting the organization's strategic priorities.

Keywords: Leadership style, management, leadership.

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