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N.N.

### Seminar für Diplomstudierende im Sommersemester 2010

## “New Perspectives of Leadership Research”

#### *Required Reading:*

House, R., Aditya, R. (1997): The Social Scientific Study of Leadership: Quo Vadis?, in: Journal of Management, Vol. 23, No.3, p. 409-473.

Steinmann, H., Schreyögg, G. (2005): Management, 11. Kap. (Der Vorgesetzte in der Organisation), 6.Aufl. Wiesbaden .

#### *Sub-Themes:*

##### 1. The Role of Followers in the Leadership Process

Calder, B. (1977): An attribution theory of leadership, in: Staw, B., Salancik, G. (Ed.): New Directions in Organizational Behavior, Chicago.

Howell, J. M., Shamir, B. (2005): The Role of Followers in the Charismatic Leadership Process: Relationships and Their Consequences, in: Academy of Management Review, 30, 1, p. 96-112.

Mitchell, T.R. (1985): Führungstheorie – Attributionstheorie, in: Kieser, A., Reber, G., Wunderer, R.: Handwörterbuch der Führung, 2nd ed., 1995, p. 848-861.

##### 2. Implicit Leadership Theories in the Leadership Process

Chen, C., Meindl, J. (1991): The construction of leadership images in popular press: The case of Donald Burr and People Express, in Administrative Science Quarterly, 36, p. 521-551.

Engle, E., Lord, R. (1997): Implicit Theories, Self-Schemas, and Leader-Member Exchange, in: Academy of Management Journal, 40, p. 988-1010.

Meindl, J., Ehrlich, S. (1987): The romance of leadership and the evaluation of organizational performance, in: Academy of Management Journal, 30, p. 91-109.

##### 3. Leadership as Social Interaction

Engle, E., Lord, R. (1997): Implicit Theories, Self-Schemas, and Leader-Member Exchange, in: Academy of Management Journal, 40, p. 988-1010.

Graen, G., Scandura, T. (1987): Toward a Psychology of Dyadic Organizing, in: Staw, B., Cummings, L.: Research in Organizational Behavior, 9, Greenwich, p. 175-208.

Liden, R. C., Sparrowe, R.T., Wayne, S. J. (1997): Leader-Member Exchange Theory: The Past and Potential for the Future, in: Research in Personnel and Human Resources Management, 15, p. 47-119.

Lührmann, T. (2006): Führung, Interaktion und Identität, Wiesbaden.

#### **4. The Role of Identity in the Leadership Process**

- Gardner, W. L., Avolio, B. J. (1998): The Charismatic Relationship: A Dramaturgical Perspective. In: *Academy of Management Review*, 23, 1, p. 32-58.
- Hogg, M.A., Terry, D.J. (2000): Social Identity and Self-Categorization Processes in Organizational Contexts, in: *Academy of Management Review*, 25, p. 121-140.
- Hogg, M. A. (2001): A social identity theory of leadership, in: *Personality and Social Psychology Review*, 5, 3, p. 184-200.
- Lührmann, T., Eberl, P. (2007): Leadership and identity construction: Reframing the leader/follower interaction from an identity theory perspective, in: *Leadership*, 3, p. 115-127.

#### **5. Charismatic Leadership – Back to the Trait Approach?**

- Conger, J.A., Kanungo, R. (1987): Toward a behavioral theory of charismatic leadership in organizational settings, in: *Academy of Management Review*, 12, p. 637-647.
- Gardner, W. L., Avolio, B. J. (1998): The charismatic relationship: A dramaturgical perspective, in: *Academy of Management Review*, 23, 1, p. 32-58.
- House, R. J. (1995): Führungstheorien – Charismatische Führung, in: Kieser, A., Reber, G., Wunderer, R.: *Handwörterbuch der Führung*, 2nd ed., Stuttgart, p. 878-897.

#### **6. Abusive Supervision**

- Aryee, S., Chen, Z. X., Sun, L.-Y., Debrah, Y. A. (2007): Antecedents and outcomes of abusive supervision: Test of a trickle-down model, in: *Journal of Applied Psychology*, 92, 1, p. 191-201.
- Harris, K. J., Kacmar, K. M., Zivnuska, S. (2007): An investigation of abusive supervision as a predictor of performance and the meaning of work as a moderator of the relationship, in: *The Leadership Quarterly*, 18, 3, p. 252-263.
- Tepper, B. J. (2007): Abusive supervision in work organizations: Review, synthesis, and research agenda, in: *Journal of Management Studies*, 33, 3, p. 261-289.

#### **7. Narcissistic Leadership**

- Conger, J. A. (1990): The dark side of leadership, in: *Organizational Dynamics*, 19, 2, p. 44-55.
- Glad, B. (2002): Why tyrants go too far: Malignant narcissism and absolute power, in: *Political Psychology*, 23, 1, p. 1-37.
- Kets de Vries, M. F. R., Miller, D. (1985): Narcissism and leadership: An object relations perspective, in: *Human Relations*, 38, 6, p. 583-601.
- Rosenthal, S. A., Pittinsky, T. L. (2006): Narcissistic leadership, in: *The Leadership Quarterly*, 17, p. 617-633.

#### **8. Substitutes of Leadership – No Need to Lead?**

- Bierhoff, H. W., Herner, M. J. (1999): Arbeitsengagement aus freien Stücken: Zur Rolle der Führung, in: Schreyögg, G., Sydow, J.: *Führung – neu gesehen*, Managementforschung, 9, p. 55-87.
- Kerr, S., Jermer, J. (1978): Substitutes for Leadership: Their meaning and measurement, in: *Organizational Behavior and Human Performance*, 22, p. 375-403.
- Manz, C. (1986): Self-Leadership: Toward an expanded theory of self-influence processes in organizations, in: *Academy of Management Review*, 11, p. 585-600.