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CASE ANALYSIS: FIEDLER CONTINGENCY THEORY

INTRODUCTION

Thus, Fiedler's Contingency Theory stands as one of the most important tools for assessing leadership efficiency within a given scope of organizational environments. This theory was initiated by Fred Fiedler which was influential when it regarded the effectiveness of a leader with the combination of the leadership style and the situational favorableness. Evidently, this case analysis seeks to examine the Fiedler's Contingency Theory and present practical recommendations that possibly can be implemented in the case scenario, based on the insights that have been gleaned from the case study.

UNDERSTANDING FIEDLER'S CONTINGENCY THEORY

Fiedler's Contingency Theory is based on two key components: the organizational leadership style and situational favorableness. It is said that leadership style is one of the most significant factors in the organizations and it can be defined and assessed by the LPC scale which differentiates between task and people orientation. Situational favorableness, on the other hand, is determined by three

CASE BACKGROUND

The contextual background of the discussed case mainly concerns a mid-sized manufacturing company operating with severe issues with teams and their efficiency. Evaluating organizational management, I have identified that in this company, most of the managers can be described as task interdependent, which corresponds to highly formalized, rational-legal, production-oriented organization type. It is observed that there are positive motivation factors such as clear goals and positioned power however, there are several issues related to the leader-member relation that hinder the morale and have high turnover rates.

CONCLUSION

In the general scheme of leadership development, Fiedler's Contingency Model is quite helpful in increasing leadership performance in different environments. Therefore, when leadership is matched to the situational factors, performance, employee satisfaction, and success in any organization are assured. From this case analysis, it becomes very clear that one of the key success factors for leaders is versatility and practical strategies that address various business scenarios.

RECOMMENDATION

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