

COMPLIANCE IS THE KEY

Amit, 23 year old, fresh MBA with HR, started his career as a junior HR executive at Manohar Manufacturing House. His boss, Rajeev, encouraged Amit to meet his daily targets and in return to the successful completion of the agreed tasks, rewarded him with daily material rewards such as compensation, job security or promotion. Though Rajeev always proactively praised Amit and gave him the credit for his hard work he never hesitated to penalize Amit in case of any deviations .This is how Rajeev dealt with all employees working under him. Amit admired Rajeev and looked up to him as because of him the company was able to meet all the commitments on time and earned goodwill in the market. Amit felt a sense of accomplishment on every target he achieved.

Amit and Rajeev were working on an important project that was crucial for the company, Amit was a bright fellow and many times he suggested Rajeev on certain changes that can be implemented in the conventional ways of doing the work, also suggested him that easing on certain rules and policies can lead to increased motivation level amongst the rest of the team. But to his despair Rajeev never agreed upon any of his suggestions and was quite adamant on adhering to the rules and regulations in a strict manner and suggested Amit to follow the clear and detailed instructions provided to him and work efficiently on them.

Questions:

1. Identify and evaluate the type of leadership style applied by Rajeev and write in detail about the advantages and disadvantages of this form of leadership style.

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