

Essay Topic: Leader-member exchange (LMX) theory suggests that supervisors have relatively high quality exchange relationships with some employees and relatively low-quality relationships with others. Critically examine the usefulness of leader-member exchange theory in explaining productive leader-follower relationships. Provide practical examples of leader-follower relationships and the outcomes they generate.

Introduction

There are **diverse manifold amount** **[Examiner comment: Other use diverse or manifold]** of theories that have been established in the realm of managing leader-subordinate equations, and a lot of them have been adopted by leaders or managers as a framework for approaching **their leadership executions** **[Examiner comment: A bit weird]**. However, most of these hypothetical constructs fail to aptly visualise and integrate the internal relationship dynamics of a leader and a subordinate, and the nuanced modifications that such traits inject into the equation. **[Examiner comment: good critical comment here]**. The uniqueness of the leader-member exchange theory lies in the fact that it perceives the relation between a leader and a subordinate individually and does not integrate this equation within an overall generalised hypothetical treatment (Green & Uhl-Bien, 1995) **[Examiner comment: Good comment about the uniqueness of the theory]**. As such, each relationship is perceived through a wider scope of considerations where the parameters have a much more diversified variations. The following section examines and enunciates how the theory's injection within a managerial ambience will render engendering of a more fecund leader-follower relationship.

Leader-member exchange (LMX) theory – a brief functional outline

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G Psacharopoulos



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