

The Managerial – Subordinate Relationship

- The relationship between managers and subordinates play a critical role in the success of small businesses.
- A small-business owner may have a handful of subordinates, while an executive at a large company may have hundreds of direct and indirect subordinates.
- A manager's job is much more difficult without capable and dedicated employees.
- Successful managers learn how to bring out the best in the people who work for them.
- Positive manager-subordinate relationships are invaluable to organizations because they enable positive employee attitudes, citizenship behaviors, task performance, and more effective organizations.

Managers And Subordinates

Evelina Rog



Managers And Subordinates:

Managers and Subordinates Saul W. Gellerman, 1976 Monograph on human relations and motivational problems in management examines the role of managers and supervisors in dealing with critical problems of communication promotion absenteeism occupational psychology etc

Differences Between Managers and Subordinates in Their Perceptions of Three Kinds of Opinion Leaders Brent D. Peterson, 1970 Coping with Toxic Managers, Subordinates --and Other Difficult People Roy H. Lubit, 2004 Many managers engage in destructive behavior that does considerable harm to their subordinates their organization and eventually themselves Whether they are narcissistic unethical rigid or aggressive or simply depressed anxious burned out working with them can be a nightmare Moreover they can do serious damage to their organizations by diverting energy from productive work damaging cooperation and knowledge sharing impairing retention of the best people weakening morale and making poor business decisions In Coping with Toxic Managers psychiatrist and organizational consultant Dr Roy Lubit shows you how to develop your emotional intelligence and protect yourself and your organization from the destructive impact of toxic managers While there are many organizational consultants who utilize psychological insights in their work and psychologists who consult to organizations Dr Lubit's depth of training and experience in psychiatry organizational behavior and organizational consulting provides a basis for unique insights

Manager-Subordinate Trust Pablo Cardona, Michael J. Morley, 2013-05-02 This volume in the Routledge Global Human Resource Management Series is dedicated to analyzing the process of trust development between managers and subordinates in different countries of the main cultures of the world Behaviors and trust are linked in a process that can reinforce or diminish the trust between the two parties This book examines that process in an array of countries contextualizing each setting through a brief historical institutional and cultural overview Addressing the dominant HR practices and the main local leadership styles of each country it draws upon an extensive country by country data set of leader subordinate trust to analyze the universal and culturally specific elements of this process With its rigorous research insightful analysis and consistent presentation this book will help readers to systematically compare the process across countries to draw conclusions and analyze HR implications This book is intended as a text for graduate courses in Cross Cultural Business International Human Resource Management and Cross Cultural Organisational Psychology In addition to a student market the text will also be of interest to the reflective practitioner operating in different cultural settings who requires a contextual knowledge of key aspects of workplace relations management style and host country situation

Perceptual Differences Between Managers and Subordinates Regarding Leadership Styles Abel Thabo Thekiso, University of the Free State, 2000 **Male Managers and Female Subordinates in a Japanese Company** Howard J. Weitzman, 1995 Managers' and Subordinates' Perceptions of Authentic Leadership, Subordinate Outcomes, & Mediating Mechanisms Evelina Rog, 2011 It's Not Them, It's You Laura Sukorokoff, 2020-10-15 Why do people quit their

jobs Not surprisingly about half the people who quit do so because of their managers The average cost of employee turnover in a company can be up to two times an employee s yearly salary High employee turnover is also costly to morale the customers experience and the overall revenue of a business So how can managers retain and engage their employees The answer is simpler than might be expected Ultimately employees do not stay at their jobs because of fancy perks costly value adds or even super high salaries They stay because they feel their manager respects them And respect costs a manager nothing but a relatively small investment of time In this book you will learn the seven steps to solving retention and engagement issues in the workplace with RESPECT at their core 1 Develop a Relationship with the people on your team 2 Have Empathy for those with whom you work 3 Support the members of your team 4 Promote the ideas of your team members 5 Empower your team members to be great on their own terms 6 Have Consideration for their feelings 7 Trust them and be trustworthy yourself By utilizing the powerful tool presented in this book these seven steps can be implemented immediately and managers can improve just about any situation related to employee engagement and retention

The Practice of Managerial Leadership Nancy R. Lee, 2017-08-31 The Practice of Managerial Leadership describes the comprehensive science based set of principles and practices called Requisite Organization developed by Dr Elliott Jaques and his colleagues through consulting research work over 55 years in 15 countries Nancy Lee worked with Dr Jaques for more than 20 years The book is written for managers at all levels and is focused on the managerial role because this is where guidelines are most needed to accomplish the goals of the organization The use of these ideas results in increased productivity and profitability enhances trust and provides employees with a healthy working environment conducive to personal growth His thinking was a monumental reformulation of the basis of human capacity and organizational structure reflected in thirty books Jaques not only posited different levels of conceptual thinking among human beings but also elaborated the curves of that thinking over an adult lifetime In turn his conceptualization gave rise to a new logic for organizational structure an area that had had no logic for organizational leadership and accountability Jaques work requires readers to take the necessary time to grasp his innovation It also requires radical change in how executives are chosen and companies are organized Like all new thinking his work necessitates testing the applications in ones own organization But grasping complexity need not be an overwhelming task In this book Nancy Lee herself an organizational consultant long immersed in Jaques conceptualization efforts has made his thinking much easier to grasp That in turn should make this volume highly useful to executives consultants and graduate students who seek to make organizations more effective Dr Harry Levinson Emeritus Clinical Professor of Psychology at Harvard Medical School has provided a brief background on Dr Jaques

The Bankers', Insurance Managers', and Agents' Magazine , 1891 *30 Reasons Employees Hate Their Managers* Bruce L. Katcher, PH. D., Adam Snyder, 2010-09 Awarded bronze by ForeWord Magazine in the Book of the Year Awards 2007 Business Economics category this resource provides solutions for these fundamental symptoms of employee

manager discomfort **They Shoot Managers, Don't They?** Terry L. Paulson,1988 Conditions that Effect the Interdependence of Managers and Subordinates John T. Struthers,1984 **The Manager and His Subordinates** Institute of Professional Managers,1985 Census of India, 1901: North-Western Frontier Provinces and Oudh (3 v.) India. Census Commissioner,1902 **Investigating the Optimum Manager-Subordinate Relationship of a Discontinuity Theory of Managerial Organizations: An Exploratory Study of a General Theory of Managerial Hierarchy** Sergey Ivanov,2018-07-15 This book explores the requisite relationship between managers and their subordinates in managerial hierarchies as stipulated by a general theory of managerial hierarchy GTMH developed by Dr Elliott Jaques Dr Jaques writes When managers and immediate subordinates are in roles in adjacent layers things can work well if within same layer the manager is breathing down the necks of the subordinates if more than one layer apart the manager is pulled down in the weeds Jaques empirical finding of the Manager Subordinate Relationship MSR describes how a subordinate in a managerial hierarchy feels towards the manager and how the manager feels towards the subordinate Optimum MSR is achieved when the subordinate feels just right towards the manager In Optimum MSR the manager also feels just right towards the subordinate and that the subordinate does not pull the manager into the weeds In the non Optimal Manager Subordinate Relationship non effective management according to Dr Jaques theory the subordinate reports either that the manager is too close breathing down the necks or too far pulled down into the weeds The manager in non Optimum MSR also reports either of the two conditions that the subordinate is either too close or too far The relationship between the working stratum of managers and subordinates and Jaques manager subordinate relationship types has not been tested This study is the first attempt to test these specific theoretical propositions developed by Jaques and possibly advance general theory of managerial hierarchy The study s primary research question is whether there is a relationship between the working roles of the managers and subordinates and Jaques MSR The study s exploratory secondary research question attempts to discover the effects of the current potential capability of manager and subordinate on the MSR as defined by Jaques and Cason The effects of current potential capability on the MSR are not described by general theory of managerial hierarchy though Dr Jaques discussed privately with the author the possibility that capabilities may play a significant part in addition to the working stratum impacting the manager subordinate relationship The exploratory proposition of the secondary question is whether MSR correlates strongly when the manager s role is one stratum higher than the subordinate s role and the manager s current potential capability CPC corresponds with the manager s role stratum and the subordinate s current potential capability corresponds with the subordinate s role stratum The author believes it is possible to test the primary research question and thus test this aspect of the theory this proposition has not been tested Furthermore the secondary question could potentially advance the theory relating capabilities of managers and subordinates to their working strata

First, Break All The Rules Marcus Buckingham,Curt Coffman,1999-05-05 The greatest managers in the world seem to

have little in common They differ in sex age and race They employ vastly different styles and focus on different goals Yet despite their differences great managers share one common trait They do not hesitate to break virtually every rule held sacred by conventional wisdom They do not believe that with enough training a person can achieve anything he sets his mind to They do not try to help people overcome their weaknesses They consistently disregard the golden rule And yes they even play favorites This amazing book explains why Marcus Buckingham and Curt Coffman of the Gallup Organization present the remarkable findings of their massive in depth study of great managers across a wide variety of situations Some were in leadership positions Others were front line supervisors Some were in Fortune 500 companies others were key players in small entrepreneurial companies Whatever their situations the managers who ultimately became the focus of Gallup s research were invariably those who excelled at turning each employee s talent into performance In today s tight labor markets companies compete to find and keep the best employees using pay benefits promotions and training But these well intentioned efforts often miss the mark The front line manager is the key to attracting and retaining talented employees No matter how generous its pay or how renowned its training the company that lacks great front line managers will suffer Buckingham and Coffman explain how the best managers select an employee for talent rather than for skills or experience how they set expectations for him or her they define the right outcomes rather than the right steps how they motivate people they build on each person s unique strengths rather than trying to fix his weaknesses and finally how great managers develop people they find the right fit for each person not the next rung on the ladder And perhaps most important this research which initially generated thousands of different survey questions on the subject of employee opinion finally produced the twelve simple questions that work to distinguish the strongest departments of a company from all the rest This book is the first to present this essential measuring stick and to prove the link between employee opinions and productivity profit customer satisfaction and the rate of turnover There are vital performance and career lessons here for managers at every level and best of all the book shows you how to apply them to your own situation

Census of India, 1901 India. Census Commissioner,1902 **Ceylon in 1903** John Ferguson,1903 **It's Okay to be the Boss** Bruce Tulgan,2007 Management trainer Tulgan puts his finger on the biggest problem in corporate America an undermanagement epidemic affecting managers at all levels and offers another way His clear step by step guide to becoming the strong manager employees need challenges bosses everywhere to spell out expectations tell employees exactly what to do and how to do it monitor and measure performance constantly and correct failure quickly and reward success even more quickly Now that s how you set employees up for success and help them earn what they need Tulgan opens our eyes to the undisciplined workplace that is overwhelming managers and frustrating workers and invites bosses everywhere to accept the sacred responsibility of managing people His message It s okay to be the boss Be a great one From publisher description

Decoding **Managers And Subordinates**: Revealing the Captivating Potential of Verbal Expression

In a time characterized by interconnectedness and an insatiable thirst for knowledge, the captivating potential of verbal expression has emerged as a formidable force. Its ability to evoke sentiments, stimulate introspection, and incite profound transformations is genuinely awe-inspiring. Within the pages of "**Managers And Subordinates**," a mesmerizing literary creation penned with a celebrated wordsmith, readers attempt an enlightening odyssey, unraveling the intricate significance of language and its enduring effect on our lives. In this appraisal, we shall explore the book's central themes, evaluate its distinctive writing style, and gauge its pervasive influence on the hearts and minds of its readership.

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