The Lideriat on the Border Between Theory and Practice

Valentina ZAHARIA  
Dimitrie Cantemir Christian University  
Department of Marketing, Romania  
valentina_zaharia2000@yahoo.com

ABSTRACT
The Lideriat can be defined as social influence process in which the leader asks subordinates to participate voluntarily in an effort to achieve organizational objectives. The Lideriat is the ability to effectively use all available power sources to convert into reality the vision developed for others. The Lideriat means the influence of a leader to lead subordinates, voluntarily, to achieve the objectives pursued.

KEY WORDS  Leadership, authority, power

JEL CODES  J 53, O15

I. Introduction

The Lideriat is one of the five functions of management process (Stegaroiu, 2006). Management history meant on the one hand, an increase in labor complexity of management activity and, on the other hand, an ever deeper understanding of specific management activities. Most experts define the lideriat as a process of social influence. The lideriat asks subordinates to participate willingly in an effort to achieve organizational objectives (Gélénier, 2006). The term was used by leaders in all sociological theories, especially small groups to define and therefore informal leadership in the 60s there were authors who have argued the need to prepare managers as informal leaders.

In J. Kottler’s conception of Harvard Business School lideriat designates the orientation of a group or groups of individuals, non-coercive means (Koontz, O’ Donnell, 2000). In the spirit of team, lideriat is defined as the state that reflects the desire of people to think, feel and act in harmony to achieve a common goal. Team spirit is the result of the integration of four processes:
- Setting up trust between those involved.
- Establishing a clear mission and goals that join them.
- Implement participatory decision-making processes.
- Strong motivation, individual and group, to help achieve common goals.
Without team spirit did not exist lideriat; qualities of a leader are complex processes continue subject to change. On the other hand, lideriat involve practicing skills (Chazel, Boudon, 2005):

- Ability to understand that people have different motivations and different situations moments.
- Ability to train followers to concentrate efforts in the achievement of certain tasks.
- Ability to act in a manner susceptible to spark motivation and react to them.

The flexible rule our existence is the continued progress and transformation. Progress continues in turn prepares us for change that learning is the ability to adapt to a person or organization to the rapid changes that are happening around. Attributes to be improved and developed lideriat are:

- Self-improvement.

**Authority, competence and power.** Authority may be understood as an intrinsic property of an entity, but as a relationship between it and another. Formal authority may be epistemic or demonical. Epistemic authority is the authority who knows.

It is based on the understanding that its bearer is higher and it does not give orders or directives. In addition, it does not have the right nor to impose a particular conduct or behavior issue that is related. Competence is a relation between two terms: a carrier and a domain, and the authority includes: the carrier, and subject area.

Deon Authority is formally superior authority. In the field they operate in order, and practice is always about a specific aspect. It is a relationship that means more work and less to support you can give the bearer authority is subject to the correspondence.

Competence can be confused without authority. One can be competent in an area without authoritarian, as long as there is an issue, a person against which to express their superiority in terms of knowledge. Competence contains the components: actual knowledge - declarative, procedural knowledge related to professional practice, attitudes and behaviors. Organization who exercises power is at stake a strong report that makes social relationships, their creative re rich archive and more generally the existence of individual freedom to act, to use means of vision resulting work (Bochenski, 2000).

Power comes from the Latin word "potere" which means that you can do something. On the other hand the word "possible", is its potential ability to make anything possible. Word power is about the idea of transforming something or someone, more than he means to impose something to others. Power means a relationship between influence and control people, or will you exercised on a group of people to change their behavior. Thus, power is interpersonal process, which is a person's ability to exercise influence over others. Individuals in need of power that manifests as a motivator are dynamic, competitive and efficient, seeking to occupy leadership positions and are concerned about obtaining the right to wear symbols of power.

**The power may be enthusiastic commitment, compliance or resistance.** Some authors believe that this term should be reserved for forms of coercion, unlawful influence or social, such as threat or punishment. Others reserve the term for the group leaders or authority figures, which sovereign power is in the hands of those who control resources. Despite these opinions, most definitions refer to behavioral or psychological changes influencing social processes. Empowerment and delegation concepts and practices have become increasingly used in modern organizations. Empowerment refers to accountability, namely by taking responsibility for all
aspects of their work subordinates. Delegation is the transfer of responsibility for performing certain tasks returned as a supervisor who passed.

From this perspective, empowerment is high delegation. Advantages of delegation and empowerment are related to meeting customer requirements promptly, devotes flexibility and responsiveness, and increase the morale of employees delegated to them increase self-esteem and confidence in future professional perspective. Problems delegate margin call special lateen that managers can grant the employee in respect of the decision. If decisions are taken too close to the top of the pyramid, which may evolve employee margin is reduced.

Delegation advantages are prominent: good knowledge of the environment by the delegates, what leads to their rapid response to unforeseen situations, you show self-control, the desire to succeed in their attempt to identify resources that superiors do not foresee, etc. For managers, delegation is a sample error tolerance and a challenge to master the system entropy tends to increase, given that many employees have been delegated important tasks. These shortcomings can be compensated, but a larger share of internal communication. Among the advantages of this practice, just remember leaders fear that they could control entropy and Cano state may intervene if it anticipates a failure.

II. Conclusions.

Concerns about moral responsibility for the management refers to the persons appointed to decide the policies and culture organizations that conduct and the requirements and principles promoted by the evolving socio-economic system.

We recognize that in life there are moment's organization difficult, but the socioeconomic environment in which they operate, managers need to achieve several levels of morality. There are required to manage their emotions, cooperative, to prove understanding.

When the action models are missing, enter according to informal mechanisms, managers own authentic. The moral circumstances we can say that driving is an art. Finally, there is an ethic of managing workloads.

If they are not satisfactory, managers must have the strength to recognize and strive to prefigure a different future denouement.

References.