

Research Topics for the Administrative Leadership Tutorial

Topic 1: Leadership Theories and Their Evolution in Administrative Management

1. Conceptual Foundations: Distinguishing between leadership, management, and administration.
2. Trait and Behavioral Approaches: The Great Man Theory, trait theories, the Ohio State and Michigan studies, and Blake and Mouton's Managerial Grid.
3. Contingency and Situational Theories: Fiedler's Contingency Model, Hersey and Blanchard's Situational Leadership, and the Path-Goal Theory.
4. Contemporary Leadership Approaches: Transformational, transactional, servant, and authentic leadership.
5. Critical Evaluation and Practical Relevance: Comparing major leadership theories and assessing their applicability to contemporary organizations.

Topic 2: Leadership Styles and Their Influence on Employee Performance and Motivation

1. Classification of Leadership Styles: Autocratic, democratic, laissez-faire, transformational, and transactional leadership.
2. Theoretical Foundations of Employee Motivation: Maslow's Hierarchy of Needs, Herzberg's Two-Factor Theory, and Self-Determination Theory.
3. Leadership and Employee Outcomes: The relationship between leadership styles, work motivation, job satisfaction, and employee performance.
4. Organizational Consequences: The influence of leadership styles on organizational commitment, employee retention, and turnover intention.
5. Contextual Application and Case Analysis: Evaluating how organizational culture, task characteristics, and employee needs influence the choice of an appropriate leadership style.

Topic 3: Transformational Leadership and Organizational Change Management

1. Theoretical Foundations: Burns and Bass's contributions and the four dimensions of transformational leadership.
2. Leadership and Organizational Change: The role of transformational leaders in developing a vision, mobilizing employees, and implementing change.
3. Managing Resistance to Change: Identifying its causes and examining communication, participation, empowerment, and employee support strategies.
4. Building an Innovation-Oriented Culture: Encouraging creativity, organizational learning, employee involvement, and continuous improvement.
5. Critical Evaluation and Practical Applications: Assessing the limitations of transformational leadership and analyzing successful or unsuccessful organizational change cases.

Topic 4: Emotional Intelligence as a Determinant of Leadership Effectiveness

1. Conceptual and Theoretical Foundations: Defining emotional intelligence and examining the models of Goleman, Mayer, and Salovey.
2. Core Components of Emotional Intelligence: Self-awareness, self-regulation, motivation, empathy, and social skills.
3. Emotional Intelligence and Leadership Effectiveness: Its relationship with decision-making, communication, employee motivation, and team performance.
4. Applications in Interpersonal and Team Management: Using emotional intelligence to manage workplace conflict, build trust, and strengthen team cohesion.
5. Assessment and Development: Evaluating emotional intelligence measurement approaches and examining the role of training, coaching, and feedback in leadership development.

Topic 5: Ethical Leadership and Its Influence on Organizational Culture and Employee Behavior

1. Conceptual Foundations and Ethical Principles: Integrity, fairness, accountability, transparency, and responsible decision-making.
2. Leadership and Organizational Culture: The role of leaders in shaping organizational values, ethical norms, and standards of conduct.
3. Ethical Dilemmas in Administrative Leadership: Conflicts of interest, favoritism, discrimination, confidentiality, and competing stakeholder interests.
4. Organizational Outcomes of Ethical Leadership: Its relationship with organizational trust, employee commitment, ethical behavior, and organizational reputation.
5. Institutionalizing Ethical Practices: Codes of ethics, whistleblowing mechanisms, ethical training, fair HR policies, and accountability systems.

Topic 6: Leadership Development and Succession Planning in Strategic Human Resource Management

1. Strategic Importance of Leadership Development: Its role in organizational effectiveness, talent management, and long-term sustainability.
2. Leadership Competencies and Talent Identification: Competency frameworks, leadership potential assessment, and the identification of high-potential employees.
3. Leadership Development Methods: Training programs, coaching, mentoring, job rotation, stretch assignments, and leadership academies.
4. Succession Planning Processes: Identifying critical positions, preparing potential successors, managing succession risks, and addressing implementation challenges.
5. Evaluating Leadership Development and Succession Programs: Key performance indicators (KPIs), the Kirkpatrick evaluation model, return on investment (ROI), and organizational outcomes.

Topic 7: Digital Leadership in the Era of Virtual Work and Artificial Intelligence

1. Concept and Competencies of Digital Leadership: Digital literacy, strategic thinking, adaptability, innovation, and data-driven decision-making.
2. Leading Remote and Hybrid Teams: Managing communication, coordination, trust, accountability, and collaboration across virtual work environments.
3. Digital Transformation and Artificial Intelligence: The leader's role in technology adoption, organizational change, and the digital transformation of HR functions.
4. Employee Motivation and Well-Being in Digital Workplaces: Addressing isolation, digital overload, work-life boundaries, engagement, and employee monitoring.
5. Emerging Leadership Models and Future Challenges: Agile, shared, and digitally enabled leadership, alongside ethical considerations and strategies for developing future-ready leaders.