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A STUDY ON FACTORS INFLUENCING LEADERSHIP EFFECTIVENESS IN A LARGE PSU

Dr. RS. Ramesh*; Mamta Kulkarni**

* Professor,
Dept. of MBA, SJBIT.
Bangalore, INDIA.
Email id: raekawadi@hotmail.com

**Research Scholar,
PGDMS, JSSATE,
Bangalore, INDIA.
Email id: mamtakrupa@gmail.com

ABSTRACT

This investigation aims to describe effective leadership and how it can bring progressive change that helps the organization to advance and be pioneering in the current industry environment. In this paper how extraneous factors influence and impact on effectiveness of leadership was discussed, for instance motivation, organizational effectiveness expressions, if there is no effective leadership in the organization there will not be motivate and influence followers/subordinates. In this way they are able to effectively and efficiently bring about the necessary transformations that will bring the organization into the future while keeping well-informed with current changes in the corporate world. Leader as well as follower must possess leadership and motivational traits. An effective leader must have a thorough knowledge of motivational aspects for others. He must realize the basic needs of employees, peers and his superiors. The research findings may raise the awareness among top managers of implementing the influencing and motivating factors for effective leadership.

KEYWORDS: Leadership, Effectiveness, Motivation.
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CHANGE STAGES IN ADDICTED PEOPLE REHABILITATION

Gazieva Fotima*

*Researcher,
National University of Uzbekistan
UZBEKISTAN
Email id: independent.2017@inbox.ru

ABSTRACT

The article is dedicated to one of the most pervasive problems of the contemporary – drug addiction and its rehabilitation. Author describes in it psychological aspects of rehabilitants' behavior, cognitive, emotional, volitional qualities, self-assessment, expectations. It also contains correlation of change stages with other factors and recovery tandem. Scientist discovers peculiarities of addicted peoples’ rehabilitation stages and makes important conclusions. The first group consisted of medical rehabilitants, which remained at least 20-30 days in the centre. Substance abuse experience embraced from 1 year to 18 years; average group score is 7 years. The other group named psychological rehabilitants’ group consisted of 60 patients. These group members were involved in psychotherapy and stayed in centre from 3 month up to 9 and 12 months. Process of rehabilitation badly needs emotional involvement. During rehabilitation process patients with alcohol or drug addiction reassess life values and have more positive assessment of intellectual -363(**), personal abilities -344(**).

KEYWORDS: Locus Control Level, Readiness To Changes, Pre contemplation, Contemplation, Action Stages, The Total Correlation, Partial Correlation, General Internality, Internality In Achievements, Failures (Unsuccessfulness), Family Relationships, Interpersonal Relationships, Work Relationships, In Health And Disease.
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