

TRANSFORMATIONAL LEADERSHIP AND HUMAN CAPITAL MANAGEMENT IN 21ST CENTURY ORGANIZATIONS

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ABSTRACT

Given the complex nature and competitive environment under which organizations operate in, human capital management, performance management and change management initiatives can be very complex and challenging endeavours. This paper discusses transformational style of leadership and its contribution to management in modern organizations. In so doing, a brief comparison between transformational and transactional leadership is given. The paper goes ahead to suggest transformational leadership as the most appropriate leadership style to be adopted in the modern organizations and societies as it is most compatible with the uncertainties, challenges and perplexities of the 21st century.

Keywords: Transformational leadership, Idealized influence, Inspirational motivation, Intellectual stimulation, Individualized considerations, Modern Society, Transactional Leadership.