

# 16 Lecture - MGT111

## Important Subjective

1. **Define power and authority. How are they different from each other?**

Answer: Power refers to the ability of an individual or group to influence or control the behavior of others, whereas authority is the legitimate right to exercise power. Power can be derived from various sources such as knowledge, wealth, charisma, etc., while authority is based on a legal or formal position of an individual in an organization.

2. **What is referent power? Provide an example.**

Answer: Referent power is a type of power that is based on admiration or respect. It is derived from the personality, behavior, or characteristics of the person who possesses it. An example of referent power is a celebrity who has a significant impact on the behavior and choices of their fans.

3. **Explain expert power. Provide an example.**

Answer: Expert power is a type of power that is based on specialized knowledge or skills. It is derived from the expertise or proficiency of an individual in a particular field or subject. An example of expert power is a doctor who has the ability to diagnose and treat medical conditions, and thus, can influence the behavior of their patients.

4. **What is coercive power? Provide an example.**

Answer: Coercive power is a type of power that is based on fear or the use of punishment. It is derived from the ability of an individual or group to apply negative consequences to others who do not comply with their demands. An example of coercive power is a police officer who has the authority to arrest or fine individuals who violate the law.

5. **What is legitimate power? Provide an example.**

Answer: Legitimate power is a type of power that is based on the formal position of an individual in an organization. It is derived from the belief that the individual has the right to make decisions and give orders. An example of legitimate power is a manager who has the authority to make decisions for their team or department.

6. **What is the difference between power and influence?**

Answer: Power refers to the ability to control or direct the behavior of others, while influence refers to the ability to affect the opinions, attitudes, or behaviors of others without necessarily controlling them. Influence can be derived from various sources such as persuasion, negotiation, and networking.

7. **How can power and authority impact the functioning of organizations?**

Answer: The use of power and authority can impact the functioning and performance of organizations in various ways. Misuse of power or authority can lead to resentment, conflict, and low morale among employees. On the other hand, effective use of power and authority can lead to increased productivity, motivation, and job satisfaction among employees.

8. **What are the sources of power?**

Answer: The sources of power include knowledge, expertise, charisma, wealth, status, formal

authority, and the ability to control resources or information.

9. **What is the difference between legitimate power and referent power?**

Answer: Legitimate power is based on the formal position of an individual in an organization, while referent power is based on the admiration or respect that an individual commands from others. Legitimate power is derived from the position, while referent power is derived from the personality or behavior of the individual.

10. **Can an individual possess multiple types of power simultaneously? Provide an example.**

Answer: Yes, an individual can possess multiple types of power simultaneously. For example, a CEO of a company may possess legitimate power due to their position, expert power due to their knowledge and experience, and referent power due to their charisma and leadership skills.