

The Role of Political Skill in the
Leadership Process-Work Outcomes Relationships

Robyn L. Brouer

The primary purpose of this research was to examine a model of leadership that includes leader political skill, leader-member-exchange (LMX), follower motivation, followers' trust in their leaders, follower organizational commitment, and follower performance. This model attempts to answer the call proffered by leadership scholars to broaden the scope of leadership research to include the leader, follower, and the relationship between the two. It was found that leader political skill was positively related to LMX quality. Further, LMX quality was found to be significantly related to organizational commitment, follower trust in leader, and motivation. Strengths, limitations, directions for future research, and implications for practice are discussed.

Please address all correspondence to: Robyn L. Brouer, Department of Management, Entrepreneurship, and General Business, Frank G. Zarb School of Business, 134 Hofstra University, Hempstead, NY 11549.

Phone 516.463.6107 and email: Robyn.Brouer@hofstra.edu