

# RELAȚIA SUSTINĂTOR – LIDER ȘI INFLUENȚA ACESTEIA ASUPRA FUNCȚIONĂRII EFICIENTE A ECHIPELOR

## FOLLOWER – LEADER RELATION AND ITS INFLUENCE ON TEAMS' EFFICIENCY

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**Abstract:** A large amount of the scientific papers and research in the field of leadership have focused mostly on the leaders and have paid less attention to the followers. Lately more and more scientific papers are focusing on a dyadic approach, a new concept, based on the relationships or relationship systems developed between leader and follower. Building a team is the final stage of the dyadic approach to the relationship between leader and follower and implies that the leaders have to aspire to create a consistent relationship system with all members of the group. Each co-worker's work potential cannot be capitalized on and their professional evolution cannot be fulfilled unless the requirements for forming and maintaining the team spirit are met. This state, which strengthens the quality and performance of everyone's work, can only be reached if people understand that the whole does not equal the sum of its parts but something more, which is brought forth by the interaction with the group, the harmony of interpersonal relationships, by people identifying with the values and goals of the group. This paper comprises a quantitative research based on questionnaires, conducted in a business organization, intended to obtain information regarding the follower-leader relationship and its influence on the team's efficiency. The primary pursued objectives refer to: the relationship between the team members, the employees' influence on their respective team, the leader's influence on the employees.

**Keywords:** leadership, follower, team, relationship.