

Leadership Approaches and Motivation within a Remote Workforce

Yvonne Hunter, Ed.D., Matthew Koufie, Ph.D., Richard Dool, DMgt

Argosy University, School of Business
rdool@argosy.edu

Abstract

Virtual workforces have increased over 800% in the past 14 years. This trend is forecast to increase. As a result, organizations will need to equip their leadership with approaches that are effective in motivating virtual/remote employees. The purpose of this study was to understand better remote employees' sources of leadership and what type of relationship exists with different leadership approaches. The research methodology used was a mixed methodology. Participants were located through social media and were required to be remote employees who worked from home full time and had a direct manager. The study utilized two different surveys along with two subject matter experts. The Motivational Sources Inventory along with the Multi-Leadership Questionnaires were input into a SurveyMonkey. Participants anonymously completed the survey. The results of these surveys were then calculated, and the mean scores evaluated to determine the highest reported source of motivation along with the most reported leadership approach. The information was then input into the Statistical Package for the Social Sciences software and a Pearson correlation analysis was conducted to learn of any relationships.

The results indicated laissez-faire was the highest reported leadership approach along with self-concept external being the highest reported source of motivation. When these two variables were correlated no significant relationships existed. However, there was a positive significant relationship between self-concept external motivation and transformational leadership in this population. Further study recommendations are in the same area with a concentration on age and professional experience.