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## Understanding the relationship between leader member exchange (LMX) and organizational commitment.

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### Keywords

Leader member exchange (LMX), organizational commitment, leadership styles, leadership quality, inspirational motivation

### Abstract

*The purpose of this research paper is to investigate the dynamics that influence the relationship between leaders and their subordinates in respect of organizational commitments. This research shows that there is a relationship between leadership style and the quality of LMX (level of interaction between a leader and his subordinate). This relationship has a direct bearing with individual organizational commitments. This research also confirmed that transformational leadership has a positive relationship with normative commitment. The research findings also support the fact that transformational leaders often employ expressive tactics that appeal to the emotions of their followers. The influence and inspirational motivation of transformational leaders makes the followers to identify with the leaders` in respect of organization goals, vision and values. The empirical analysis used to investigate the above issues is fully discussed in this research paper.*

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