# Article information:

The Effects of Leader Motivating Language Use on Employee Decision Making - Milton Mayfield, Jacqueline Mayfield, 2016  
<https://journals-sagepub-com.ezproxy.lib.ou.edu/doi/10.1177/2329488415572787>

# Article summary:

1. The study examines the relationship between leader communication and effective employee decision making.

2. Results show that leader communication, as measured by the motivating language scale, is significantly and positively related to improved worker decision making.

3. The study advances motivating language theory and provides an applied communications framework for improving employee decision making.

# Article rating:

Appears moderately imbalanced: The article provides some useful information, but is missing several important points or pieces of evidence that would be required to present the discussed topics in a balanced and reliable way. You are encouraged to seek a more balanced perspective on the presented issues by exploring the provided research topics and looking at different information sources.

# Article analysis:

The article "The Effects of Leader Motivating Language Use on Employee Decision Making" by Milton Mayfield and Jacqueline Mayfield explores the relationship between leader communication and employee decision making. The authors argue that quality employee decision making is essential for organizational success, and effective communication from leaders can improve this process. They focus specifically on motivating language theory (MLT) and its impact on worker decision making.

Overall, the article provides a thorough examination of the topic, drawing on previous research to support their claims. However, there are some potential biases and limitations to consider.

One potential bias is that the authors rely heavily on MLT as a framework for understanding leader communication. While MLT has been shown to have positive effects in previous studies, it may not be the only or most effective way to motivate employees. Additionally, the authors do not explore potential drawbacks or limitations of using MLT in practice.

Another limitation is that the study focuses solely on verbal communication from leaders, ignoring other factors that may influence employee decision making such as nonverbal cues or organizational culture. This narrow focus may limit the generalizability of their findings.

Additionally, while the authors provide evidence for a positive relationship between leader communication and employee decision making, they do not explore potential counterarguments or alternative explanations for their findings. For example, it is possible that other factors such as job satisfaction or training opportunities may also play a role in improving employee decision making.

Finally, there is some promotional content in the article as the authors suggest that organizations can adopt MLT tools to promote better decision making at all levels. While this may be true, it is important to note any potential risks or limitations associated with implementing these tools.

In conclusion, while "The Effects of Leader Motivating Language Use on Employee Decision Making" provides valuable insights into how leader communication can impact employee decision making, there are some potential biases and limitations to consider. Future research should explore alternative frameworks and factors that may influence this process to provide a more comprehensive understanding of how organizations can improve their decision-making processes.

# Topics for further research:

* Alternative theories of employee motivation
* Nonverbal communication and decision making
* Organizational culture and decision making
* Job satisfaction and decision making
* Training and development for better decision making
* Risks and limitations of implementing MLT tools in organizations

# Report location:

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