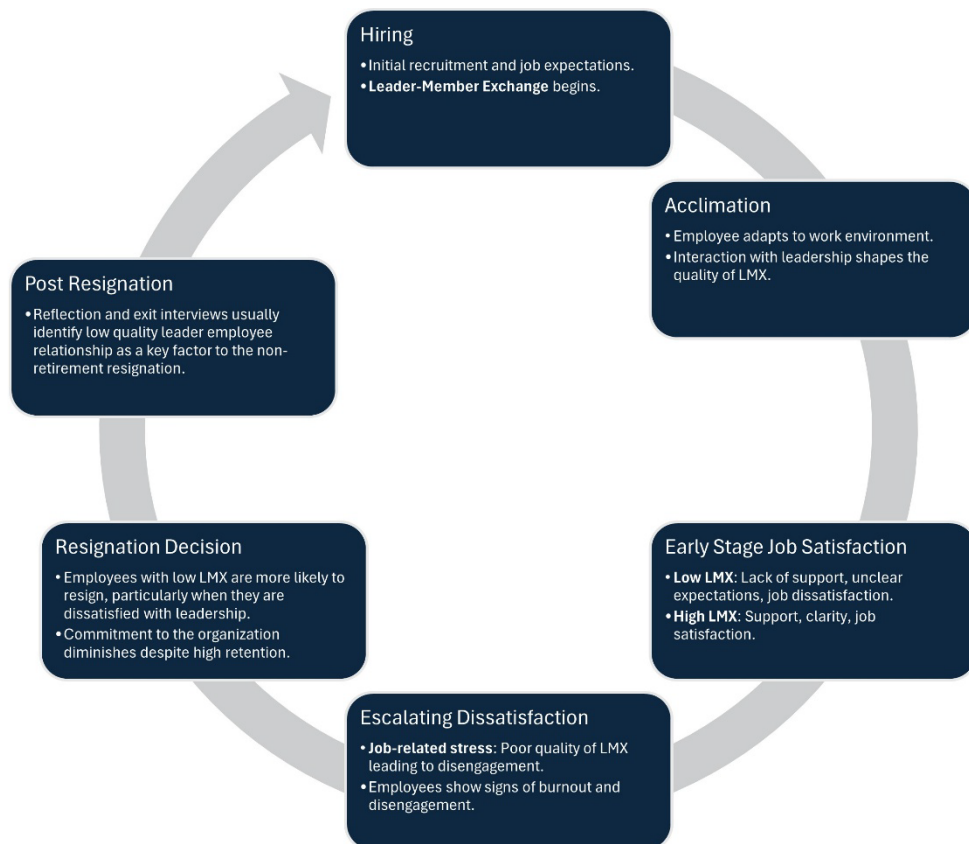


Employee Lifecycle where Low Leader Member Exchange (LMX) Relationships are Present

According to Bowman (2025), workplaces characterized by low leader-member exchange (LMX) relationships often see employees resigning for reasons unrelated to retirement. Leader-Member Exchange (LMX) theory, introduced by Dansereau, Graen, and Haga (1975), provides that leadership is inherently relational, with leaders and subordinates forming unique, dyadic relationships that significantly influence organizational outcomes. High-quality LMX fosters trust, respect, and commitment, resulting in higher job satisfaction, increased organizational commitment, and reduced turnover. In contrast, low-quality LMX contributes to stress, dissatisfaction, and higher attrition rates. To mitigate the negative effects of low-quality LMX, Bowman (2025) argues that policymakers must prioritize the development of programs, policies, and practices

that enhance leadership support, encourage positive employee relationships, and promote a culture of mutual respect and fairness.



References

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