

# **Differences in expectations and demands on leadership between students and full-time employees.**

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Bachelor Thesis for Obtaining the Degree

Bachelor of Science in

International Management

Submitted to Sabine Sedlacek

Moritz Schweitzer

61901224

## Affidavit

I hereby affirm that this Bachelor's Thesis represents my own written work and that I have used no sources and aids other than those indicated. All passages quoted from publications or paraphrased from these sources are properly cited and attributed. The thesis was not submitted in the same or in a substantially similar version, not even partially, to another examination board and was not published elsewhere.

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## **Abstract**

This paper seeks to analyze differences in expectations and demands on leadership between students and full-time employees. Much attention has been paid in leadership research to explore these expectations in more detail in order to help organizations use the findings to integrate newcomers more effectively. Expectations and demands of leadership, especially among young subordinates, are most often the cause of negative experience and disappointment in their first job experiences. Nevertheless, it was not taken into account whether the expectations differ due to the extent of previous experience and the extent of theoretical engagement with the topic of leadership. Therefore, this thesis used an online survey to collect and compare the expectations and perceptions of a total of 101 students and full-time employees. The goal of this work was to answer the research question of whether there are differences in leadership expectations and demands between students and full-time employees. It also aims to explore general trends in the perceptions of young subordinates.

The findings of this work show partial differences between the two groups. It was found that students prefer different leadership styles than full-time employees, and that they attribute a greater influence to leadership in terms of career development and career success. However, little difference in expectations concerning the leader as a person was found between the groups. Students turned out to be the group which has a much clearer picture of their ideal leader than full-time employees. There is some agreement and some contradiction between the findings of the primary data and the secondary data collected from the literature.