IMPROVING ORGANIZATIONAL PERFORMANCE THROUGH LEADER ADVERSITY QUOTIENT: A CONCEPTUAL OVERVIEW

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ABSTRACT
Improving organizational performance is one of the goals to be achieved generally by a corporate. But in application, it is not easy to achieve. Both internal and external challenges must be defeated by companies if they want to achieve a higher performance. Adversity quotient is adversity to respond the challenges. Adversity quotient will determine the company's ability to survive and overcome the difficulties, and achieve success, because the adversity is commonly affects the agility, intelligence, perseverance and diligence at the time of driving and create change. Adversity quotient also affects the creativity, productivity, performance, motivation, risk taking, repair, energy, vitality, stamina, health and success of a company. To achieve all these things, a leader who has high adversity quotient is needed, who has the character as a climber who believes that anything can be achieved and take the difficulties of life with courage and discipline. However, the challenges is how a leader can make his or her subordinates get out of their comfort zones and strive for high achievements. The aim of this paper is overview how a leader who has high adversity quotient brings his or her followers to achieve high performance in a company. Also, this paper gives the future research implication.

Key Words: Adversity Quotient, Organizational Performance