

Impact of transformational leadership on employees innovative behavior, organizational culture and employees' commitment as mediators.

By

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A thesis submitted to Bahria University, Islamabad in partial fulfillment of the requirement for the degree of M. Phil (Management Sciences).



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Abstract

This study attempts to find the relationship between transformational leadership style and employees' creativity and innovative behavior and also to identify the variables which may play mediating role in that relationship. Using standard questionnaire data is collected from 190 employees' from banking and telecom sector of Pakistan to rate the extent to which their leaders exhibit transformational leadership style and how it effects their creativity and innovative behavior at workplace. The hypotheses are tested by applying quantitative analyses and results shows that transformational leadership style has a significant positive impact on employees' creativity and innovative behavior in both banking and telecom sector of Pakistan. Additionally this study also finds that employees' affective commitment and supportive culture mediates the relationship between transformational leadership and employees' creativity and innovativebehavior.