

عنوان مقاله:

Linking Transformational Leadership With Organizational Performance : A PLS-SEM Integrated Model Examining the Mediating Role OF Innovative Work Behavior And Motivation

محل انتشار:

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خلاصه مقاله:

This study investigates the impact of transformational leadership on organizational performance, employee motivation, and innovative work behavior in Saudi Arabia, aligned with Saudi Vision ۲۰۳۰. Research was conducted in Riyadh, Jeddah, and Medina, focusing on large companies with over ۵۰۰ employees. Data from ۲۱۴ responses were analyzed using Smart PLS ۳.۵, employing descriptive statistics, Cronbach's alpha, and composite reliability analysis. Hypotheses were tested using PLS and bootstrapping techniques, and the model was evaluated with Blindfolding in PLS-SEM. Results supported all hypotheses. Transformational leadership positively impacted motivation, innovative work behavior, and organizational performance. Innovative work behavior also positively influenced organizational performance, as did motivation. The study found that innovative work behavior and motivation partially mediate the relationship between transformational leadership and organizational performance, emphasizing their importance. This research underscores the role of transformational leadership in enhancing Saudi organizations' competitiveness and global reputation while aligning with Saudi Vision ۲۰۳۰'s goals. It contributes to understanding leadership's impact on employee behavior and organizational outcomes, supporting the nation's aspirations. Finally, this study conducted in Saudi Arabia explores the influence of transformational leadership on organizational performance, innovation, and motivation. It confirms positive relationships between these variables, highlighting the importance of transformational leadership in achieving organizational goals and aligning with Saudi Vision ۲۰۳۰.

کلمات کلیدی:

Transformational leadership, Organizational performance, Motivation, Innovative working behavior, Manufacturing and service sector, Partial-least square (PLS-SEM)

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