

عنوان مقاله:

Traversing the Pathway from Authentic Leadership to Extra-Role Performance : Decoding the Mediating Effects of Knowledge-Sharing Behavior and Employee Creativity

محل انتشار:

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خلاصه مقاله:

This research's primary aim was to analyze the significant influence of components of authentic leadership on knowledge-sharing behavior, employee creativity, and extra-role performance in Saudi Arabia's healthcare sector. This research utilized the quantitative primary research design approach. For this approach, data were collected from the healthcare sector organizations within Saudi Arabia. The study included ۳۶۲ healthcare members and the data were collected with the help of a questionnaire using self-administered and online methods. Data collection was conducted in three phases. SmartPLS۴ and SPSS were used for data analysis. Statistical analysis, including descriptive statistics, Pearson correlation, composite assessment analysis, and structural equation modeling, was conducted for data reliability, validity, and hypothesis testing. The study results showed that authentic leadership is crucial in promoting knowledge sharing and employee creativity, enhancing extra-role performance. Moreover, knowledge-sharing behavior and employee creativity mediate the relationship between authentic leadership and employee extra-role performance. Overall, using authentic leadership to strengthen knowledge-sharing behavior, employee creativity, and extra-role performance has a powerful effect on healthcare organizations, improving patient care and organizational efficiency. The study also provides the implications and importance of authentic leadership in the Saudi healthcare sector, considering the changes the Saudi work environment faces because of the implementation of Vision ۲۰۳۰.

کلمات کلیدی:

Authentic leadership, Knowledge-sharing behavior, Employee Creativity, Extra-role performance

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