

The Relationship Between Inspirational Leadership Style and Perceived Social Capital by Mediation of the Development of Organizational Knowledge Resources

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Abstract : The aim of the present study was to investigate the relationship between inspirational leadership style and perceived social capital through the mediation of organizational knowledge resource development. The research method was descriptive-correlational. The statistical population consisted of all 3537 secondary school teachers in Isfahan. Sample selection was based on Cochran's formula for 338 people and multi-stage random sampling. The research instruments included a researcher-made inspirational leadership style questionnaire, a perceived social capital questionnaire (Putnam, 1999), and a researcher-made questionnaire of perceived organizational knowledge resources. Kolmogorov statistical tests, Pearson correlation, stepwise multiple regression, and structural equation modeling were used to analyze the data. In general, the results showed that there is a significant relationship between inspirational leadership style and the use of perceived social capital at the level of $P < 0.05$. Also, the development of organizational knowledge resources mediates the relationship between inspirational leadership style and the use of perceived social capital at the level of $P < 0.05$.

Keywords : inspirational leadership style, perceived social capital, perceived organizational knowledge

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