

Authentic Leadership, Task Performance, and Organizational Citizenship Behavior

Authors : C. V. Chen, Y. H. Jeng, S. J. Wang

Abstract : Leadership is essential to enhancing followers' psychological empowerment and has an effect on their willingness to take on extra-role behavior and aim for greater performance. Authentic leadership is confirmed to promote employees' positive affect, psychological empowerment, well-being, and performance. Employees' spontaneous undertaking of organizationally desired behaviors allows organizations' gaining the edge in the fiercely competitive business environment. Apart from the contextual factor of leadership, individuals' goal orientation is found to be highly related to his/her performance. To better understand the psychological process and potential moderation of personal goal orientation, this study investigates the effect of authentic leadership on employees' task performance and organizational citizenship behavior by including psychological empowerment as the mediating factor and goal orientation as the moderating factor.

Keywords : authentic leadership, task performance, organizational citizenship behavior, goal orientation

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