

Leader Personality Traits and Constructive Voice Behavior: Mediating Roles of Empowering Leadership and Leader-Member Exchange

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Abstract : Employee voice behavior has emerged as an important topic in relation to understanding the paybacks within the organizations. Organizations are expecting employees to contribute in the form of suggestions and ideas that not only help an organization to grow but also survive the turbulent times. Leadership in the organization enables and arouses an individual to offer constructive ideas. The significant impact of leadership is undeniable in a context of creating an environment that promotes a free flow of thoughts and ideas in the organization which in turn is significantly influenced by the personality of the leader. Therefore our study aims at examining the underlying factors which influence employee constructive voice behavior in connection with leader's personality, empowering form of leadership and leader-member exchange in the organization sequentially. A standardized survey questionnaire was used to collect sample of 272 service executives in India. Smart PLS 2.0 was used to test hypothesis and explore the mediation effect. The result shows that the leader personality traits of agreeableness and conscientiousness were positively related to empowering leadership, whereas neuroticism was unrelated to empowering leadership. Empowering leadership influenced followers' constructive voice behavior significantly. Furthermore, the relationship was partially mediated by leader member exchange relationship. Theoretical and practical implications of the findings, as well as directions for the future line of research, have been presented in the study.

Keywords : constructive voice, empowering leadership, leader member exchange (LMX), leader personality traits

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