

The Impact of Transformational Leadership on Individual Attributes

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Abstract : Transformational leadership is one of the most studied topics in the organization sciences. However, the impact of transformational leadership on employee's individual attributes have not yet been studied. Purpose: This research aims to discover the relationship between transformational leadership and employee motivation, performance and creativity. Moreover, the study will also investigate the influence of transformational leadership on employee performance through employee motivation and employee creativity. Design-Methodology-Approach: The data was collected from employees in different organization. This cross-sectional study collected data from employees and the methodology used includes survey data that were collected from employees in organizations. Structured interviews were also conducted to explain the outcomes from the survey. Findings: The results of this study reveal that transformational leadership has a positive impact on employee's individual attributes. Research Implications: Although this study expands our knowledge about the role of learning orientation between transformational leadership and employee motivation, performance and creativity, the prospects for further research are still present.

Keywords : employee creativity, employee motivation, employee performance, transformational leadership

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