

Relationship between Transformational Leadership Style and Innovative Work Behavior in Educational Institutions

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The present study aimed to examine the relationship between transformational leadership facets and innovative work behavior among employees in educational institutions. Multifactor Leadership Questionnaire (Almas, 2007) and Innovative Work Behavior Scale (Butt, 2006) were used to collect the information. Sample for the study consisted of 200 employees from educational institutions. Purposive convenient sampling technique was applied to collect the data from schools, colleges, and universities. Pearson correlation was applied to study the relationship between transformational leadership and innovative work behavior facets. Most of the findings were in line with the hypothesized assumptions. Results indicate that five elements of transformational leadership including idealize influence attributed, idealized influence behavior, inspirational motivation, intellectual stimulation, and individualized consideration are significantly correlated with four elements of innovative work behavior including idea promotion, idea generation, work commitment and idea implementation. It is hoped that findings of the study would be helpful in the selection, recruitment and other development practices for the employees in the educational institutions as it is seen that transformational style and its facets were significantly positively correlated with innovative work behavior and its facets.

Keywords: Transformational leadership, innovative work behavior