

Impact of Transformational Leadership on Innovative Work Behaviour: A Study of Executive Level Employees in A Leading Manufacturing Organization in Sri Lanka

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The study examines the impact of transformational leadership on the innovative work behaviour of executive-level employees in a leading manufacturing organization in Sri Lanka. Further, it assesses the dimensional (i.e., idealized influence, inspirational motivation, intellectual stimulation, individual consideration) impact of transformational leadership on innovative work behaviour. This study is quantitative research that followed the deductive research approach. A self-administrated questionnaire was used to collect data from the sample of 150 executive-level employees in the selected company. Hypotheses were tested via the regression analysis using SPSS (version 23) findings of the study revealed that transformational leadership has a positive impact on innovative work behaviour while all the dimensions (i.e., idealized influence, inspirational motivation, intellectual stimulation, and individual consideration) of transformations leadership showing positive impacts on innovative work behaviour of executive employees. This study has many practical and theoretical implications.

Keywords – *Transformational leadership, Innovative work behaviour, Idealized Influence, Inspirational motivation, Intellectual stimulation, Individual consideration*

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