

The effect of transformational leadership on innovative work behaviour with moderating role of internal locus of control and psychological empowerment

ABSTRACT

The current study examined the effect of the style of transformational leadership on innovative work behaviour as well as the internal locus of control's moderating role and psychological empowerment between the relationships of them. We collected data from 422 respondents who are related to family business in Malaysia. Path coefficient analysis was employed to test the hypotheses and SPSS software was used for analysing descriptive data. The results showed that transformational leadership style, psychological empowerment and internal locus of control have affirmative relationship and significant impact on innovative work behaviour. Finally, psychological empowerment and internal locus of control were not found to have moderating effect between innovative work behaviour and the style of transformational leadership.

Keyword: Transformational leadership style; Innovative work behavior; Internal locus of control; Psychological empowerment; Family Business