

ABSTRACT

This research attempts to identify the transformational leadership behavior which can stimulate the climate of organizational innovation in private sector in Malaysia. The relationship between transformational leadership and climate for organization innovation was investigated in a sample of 200 managers. A questionnaire was used to collect the data.

The result from the study has shown that transformational leadership behaviors (articulates vision, fosters acceptance of goals, provides intellectual stimulation, provides individual support, sets high performance expectations, provides appropriate role models) have significant positive relationship with the organization climate for innovation. The study also reveals that a competitive and performance oriented organizational culture has a partial mediating effect in the relationship between transformational leadership and climate for organization innovation. The implications of these results to the organizations are discussed in Chapter 6.

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