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List of symbols and abbreviations

OI = Organizational Innovation (Climate for organizational innovation)
TL = Transformational leadership
OC = Organizational culture
AV = Articulates vision
FAG = Fosters acceptance of goals
IS = Provides Intellectual stimulation
PIS = Provides individual support
HPE = Sets high performance expectation
PARM = Provides appropriate role model
SI = Support for innovation
RS = Resource supply for innovation
C = Competitiveness organizational culture
PO = Performance oriented organizational culture
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