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THE MEDIATING ROLE OF LEADERSHIP STYLES ON THE ORGANIZATIONAL CITIZENSHIP BEHAVIOR AND INNOVATIVENESS RELATIONSHIP

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Abstract

This study focuses on the relationships among the organizational citizenship behavior, leadership behavior and innovativeness. The relationships among the three dimensions of leadership behavior-*change oriented leadership, task oriented leadership, relation oriented leadership*-, five dimensions of organizational citizenship behavior (OCV)- *altruism, courtesy, civic virtue, conscientiousness, sportsmanship*-, and innovativeness have been examined in details. Afield survey using questionnaires was conducted in that survey. The obtained data from the questionnaires are analyzed through the SPSS 16.00 Statistical Packet Programme. Factor analysis, reliability analysis, correlation and hierarchical regression analyses are used to evaluate the data. Analyses results revealed change oriented leadership mediates effect of organizational citizenship behavior on innovativeness.

Keywords

Organizational

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