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变革型领导和心理授权对员工创造力的影响

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The impact of transformational leadership and psychological empowerment on employee creativity

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摘要 员工创造力是组织创新及竞争优势的重要来源,是影响组织效能和组织生存的重要因素。以114名来自浙江15个企业的领导和员工为样本,本研究揭示了探讨变革型领导对员工创造力的作用机制。研究发现,变革型领导正向影响员工心理授权和员工创造力,且员工心理授权在变革型领导和员工创造力两者之间起部分中介作用。因此,为提高员工创造力,领导者不仅需要塑造自身的变革型领导风格,而且需要努力为员工营造一种心理授权的氛围。

关键词: 变革型领导 心理授权 员工创造力

Abstract: Employee creativity, which is known as the main source of organizational innovation and competitive advantage, plays an important role in influencing organizational effectiveness and enterprise survival. By using a sample of 114 employees with their supervisors in 15 companies located in Zhejiang Province, the influencing mechanism of transformational leadership on employee creativity is explored. It is found that transformational leadership is positively related to psychological empowerment and employee creativity. Psychological empowerment mediates the relationship between transformational leadership and employee creativity. In order to boost employee creativity, leaders should not only cultivate transformational leadership style for themselves, but also build employee psychological empowerment climate.

Keywords: [transformational leadership](#) [psychological empowerment](#) [employee creativity](#)

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