

Leadership Quality and Organizational Performance: A Longitudinal Study

Abstract

Purpose – To examine the relationship between quality of leadership and (a) attitudes to work and sense of well-being at work, and (b) organizational performance.

Design/methodology/approach – A longitudinal empirical investigation, using quantitative methods.

Findings – The findings were threefold: (1) the leadership instrument used was demonstrated to have convergent, discriminant and predictive validity; (2) differential relationships were found between three aspects of quality of leadership and attitudes and sense of well-being at work; (3) one leadership quality – ‘engaging with others’ – was shown to be a significant predictor of organizational performance.

Originality/value – Presents evidence of: - the validity of a new leadership instrument; the differential relationship between leadership quality and staff attitudes to work and their sense of well-being at work; and a predictive relationship between leadership quality and organizational performance.

Reference:

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