Examining the impact of transformational leadership on organizational identification and its consequences (Case study: employees of Tehran municipality in 9th district)

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Abstract

Transformational leadership is a process in which leaders behave their followers based on incentives, values and shared objectives and also employees' right demands and leaders' demands. Burns also says this kind of leadership acts as a motor and a force that turns opposed and conflicting demands, values and objectives to positive and assimilative behaviors. Transformational leaders focused the employees' attention towards oneness by directing employees beyond paying attention to themselves and cause generating identification feeling with organization.

In this study, the impact of transformational leadership on organizational identification and its consequences were investigated among employees in 9th district of Tehran municipality. Statistical universe of the research included all employees of Tehran municipality in 9th district. This research is an applied research in terms of purpose and in viewpoint of method and gathering data is a descriptive-survey one. In order to examine hypotheses, Lisrel software and structural equations model have been used.

Results of the research showed that transformational leadership influences on organizational identification positively. Organizational identification influences on organizational citizenship behavior, job satisfaction, organizational commitment and psychological empowerment positively in employees of 9th district of Tehran municipality.

Keywords: organizational identification, transformational leadership, organizational citizenship behavior, organizational commitment, psychological empowerment

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