

# Article

## The Role of Transformational Leadership in Developing Innovative Work Behaviors: The Mediating Role of Employees' Psychological Capital

Saeid Karimi <sup>1,\*</sup>, Farzaneh Ahmadi Malek <sup>1</sup>, Ahmad Yaghoubi Farani <sup>2</sup> and Genovaitė Liobikienė <sup>2,3</sup>

<sup>1</sup> Department of Agricultural Extension and Education, Bu-Ali Sina University, Hamedan 6517833133, Iran

<sup>2</sup> Department of Applied Economics, Finance and Accounting, Vytautas Magnus University Agriculture Academy, 53361 Akademija, Lithuania

<sup>3</sup> Correspondence: skarimi@basu.ac.ir (S.K.); genovaitė.liobikienė@vdu.lt (G.L.)

**Abstract:** Despite growing research on the significance of transformational leadership as a key contextual factor that determines innovative behavior, recent studies have not investigated the psychological mechanisms that link transformational leadership to employees' innovative behavior thoroughly. Thus, the main purpose of this study was to examine the mediating role the four dimensions of psychological capital—self-efficacy, hope, resilience, and optimism—play in the relationship between transformational leadership and employees' innovative work behavior. Data from 178 Iranian agriculture experts were collected and analyzed using structural equation modeling. The results indicated that transformational leadership was related to employees' innovative work behavior directly and positively. Furthermore, the results showed that hope and self-efficacy partially mediated the relationship. This study fills a gap in the literature by clarifying the way the dimensions of psychological capital influence transformational leadership's positive relationship to employees' innovative work behavior in the public sector of developing countries. The results imply that to be innovatively effective, organizations need to manage both employees' contextual (transformational leadership) and psychological (psychological capital) resources to enhance their innovative work behavior. The theoretical and practical implications were further discussed.

**Keywords:** transformational leadership; psychological capital; innovative work behavior; agriculture expert; Iran

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### 1. Introduction

Organizational growth and development in the current competitive environment depend upon the ability to produce brilliant ideas and select and implement the most promising ones. Hence, innovation is essential for organizational survival and success [1]. According to Shalley et al. [2], organizational innovation is the process by which employees generate, promote, and implement creative ideas. To improve innovation, organizations should stimulate employees to engage in innovative work behaviors. Innovative work behavior refers to "... the generation, promotion, realization and implementation of novel and useful ideas that can improve a product, service, and work processes" [3]. Although many studies have focused on the antecedents of employees' innovative work behaviors, the relation between individual and contextual antecedents in facilitating such behaviors remains unclear [4,5]. An in-depth understanding of the integrated effects of these factors will help improve future innovative interventions in the organizational context. Taking the significance of innovation into account, particularly in the organizational context, few studies have examined innovative work behaviors in public sector organizations [6]. Given that public employees are seen as the backbone of public service delivery, understanding the stimulation of innovative behaviors at the

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