عنوان فارسی مقاله:

کشف روابط بین رهبری اصیل، سرمایه روانشناختی و تأثیر رهبری

عنوان انگلیسی مقاله:

THREE STEPS FORWARD AND ONE STEP BACK: EXPLORING RELATIONSHIPS BETWEEN AUTHENTIC LEADERSHIP, PSYCHOLOGICAL CAPITAL AND LEADERSHIP IMPACT

توجه!

این فایل تنها قسمتی از ترجمه می‌باشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک مایید.
DISCUSSION AND CONCLUSION

The results of this study show that there is a highly positive and significant correlation between authentic leadership and PsyCap, as suggested by Luthans et al. (2007). Partial support was found for hypothesis 2; the mediated relationship among the three variables revealed positive relationships between authentic leadership and leader impact, and between leader impact and PsyCap. However, the relationship between authentic leadership and PsyCap when mediated by leader impact was negative and significant; this is surprising as we predicted full mediation. These results are particularly interesting as they reveal that the positive relationship between authentic leadership and PsyCap is an overall net result of two simultaneous opposing relationships, a large positive one mediated by Leadership Impact and a smaller direct negative one.