عنوان فارسی مقاله:

اثرات تبادل رهبر-عضو و حمایت سازمانی درک شده در نواوری سازمانی:

مورد مطالعاتی تکنوازک دنیزلی

عنوان انگلیسی مقاله:

Effects of Leader–Member Exchange and Perceived Organizational Support on Organizational Innovation: The Case of Denizli Technopark

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 کنید.
4. Conclusion

This study highlighted the relationships between organizational innovation, LMX, and POS. First of all, to our knowledge, social exchange theory and innovation have never been combined in a techno park firm context. Secondly, LMX has a positive effect on organizational innovation. As the social exchange theory argues when one person does another a favour, there is an expectation of some future in return. As a result, focusing on the quality relationships between managers and subordinates may increase the possibility of organizational innovation. Attitudes such as work-related efforts which leaders and followers perceive what they contribute to both explicit and implicit goals of a dyad and the mutual affection that have for each other based primarily on interpersonal attraction rather than on work or professional values may create an innovative climate in the organization. Therefore, in addition to the other required skills, organizations concentrating on creativity and innovation may consider leader selection with an emphasis on leader-member exchanges. Thirdly, the findings also noted that POS has a positive impact on organizational innovation. The voluntary suggestions for improving the organization was higher by those perceiving that the organization valued their contribution and cared about their well-being.