عنوان فارسی مقاله:
سازگاری در تغییر سازمانی: آیا هر کارمند ارزش رهبری مشارکتی دارد؟
یک پژوهش تجربی

عنوان انگلیسی مقاله:
Matchmaking in organizational change: Does every employee
value participatory leadership? An empirical study

توجه!
این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه شده كامل
با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک مایید.
7. Study limitations

The current study is based on cross-sectional data, and causal relationships should be interpreted with care as they are deduced from theory rather than based on empirical findings. Additional longitudinal research is needed to confirm the direction of the relationship between participative leadership and affective commitment to change. Moreover, the use of self-reported data from a single survey raises the concern of common-method bias. Although several ex ante measures were taken to reduce this risk and the Harman single factor test produced a multiple factor solution, this risk cannot be ruled out. Additionally, moderation effects were estimated, which reduces the likelihood that individual respondents were guided by a mental model that correctly reflects the theorized relationships. Still, some care should be taken in interpreting the results of these analyses. Third, our study was limited to mergers in two different police organizations, which provides a uniform context but which raises concerns regarding external validity. Hence, our design should be replicated in other sectors to check for generalizability.