Visionary leadership and employee creativity in China
Limitations and future research

We should note some limitations in this study. Firstly, our study collected data from a limited set of industries and from a single geographic region in one country. These effects may be different in other industries, countries and regions. Future research might be conducted with a sample of firms from a wider selection of industry sectors, countries or regions.

Secondly, although our research considers the influence of organizational factors such as firm ownership, firm age and firm size, we recognize that other elements of organization design such as autonomy, control mechanisms and the relationship between leaders and subordinates in the organization may possibly influence employees' creativity. Future research could investigate the effect of these organizational variables.