Transformational Leadership Viewed Through Organizational Culture and Situational Strength: The Organizational Receptivity Perspective

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Abstract:
This piece of work will attempt to check the extent of organizational receptivity to transformational leadership. A model is constructed based on the works of Masood et al. (2006) and Pawar and Eastman (1997). Transformational leadership issues, organizational culture, situational strength factors and receptivity will be reviewed and presented at length. Instruments developed by Podsakoff, Masood et al., OCAI questionnaire of Cameron and Quinn will be adopted and a five point scale measurement for receptivity will be used. This work is expected to inform the empirical validity of some of the premises of transformational leadership.