

2009

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

Workshet Debay  
*Addis Ababa University*

Donald Amoroso  
*Addis Ababa University*

Solomon Negash  
*Addis Ababa University*

Follow this and additional works at: <http://aisel.aisnet.org/amcis2009>

## Recommended Citation

Debay, Workshet; Amoroso, Donald; and Negash, Solomon, "Transformational Leadership Viewed Through Organizational Culture and Situational Strength: The Organizational Receptivity Perspective" (2009). *AMCIS 2009 Proceedings*. 71.  
<http://aisel.aisnet.org/amcis2009/71>

This material is brought to you by the Americas Conference on Information Systems (AMCIS) at AIS Electronic Library (AISeL). It has been accepted for inclusion in AMCIS 2009 Proceedings by an authorized administrator of AIS Electronic Library (AISeL). For more information, please contact [elibrary@aisnet.org](mailto:elibrary@aisnet.org).

**1**

**Transformational Leadership viewed through Organizational Culture and Situational Strength: the Organizational Receptivity Perspective**

*Workshet Debay<sup>1</sup>, Donald Amoroso<sup>2</sup>, Solomon Negash<sup>2</sup>*

1. Information Systems, Addis Ababa University, Addis Ababa, Ethiopia. 2. Computer Science and Information Systems, Kennesaw State University, Kennesaw, GA, USA.

**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.