
The Impact of Transformational Leadership Style on Employee Job Crafting Behavior: A study among Academic Staff Members in State Universities of North Central Province Sri Lanka

Madushani, A.M.I^{a*} & Peiris, J.M.P.M.^b

^{a,b} Department of Human Resource Management, Faculty of Management Studies, Rajarata University of Sri Lanka

^a iresha98.amarasinghe@gmail.com, ^b minolip@mgt.rjt.ac.lk

Abstract

Organizations may reap the benefits of an innovative workforce by selecting, nurturing and developing transformational leaders who facilitate employees to proactively craft a challenging and resourceful work environment. The purpose of this paper is to examine the impact of transformational leadership style on employee job-crafting behavior in Academic staff members in state universities. There is a lack of studies in Sri Lanka. Similarly, this kind of research has not been done using the State universities in Sri Lanka recently. The importance of the study is therefore designed to fill the empirical gap. A quantitative approach was adopted to analyse the data. Data were collected using purposive sampling method from 160 Academic staff members in State universities in the North Central Province of Sri Lanka. Subordinates were asked to rate transformational leadership style of their respective supervisors and their own job-crafting behaviors. The results showed that job crafting behavior; increasing job resources and increasing challenge job demands; was an impact on transformational leadership style. The results of the current study imply that transformational leadership may be crucial for identifying and utilizing follower strengths. By identifying their special talents and skills and urging followers to use them, transformational leaders inspire their followers. The model has four hypotheses; There is a significant impact of idealized influence, inspiration motivation, intellectual stimulation, and individual consideration on employee job crafting behavior in academic staff in state universities they were accepted. Finally, the results of the study confirmed that the meaning has a significant positive impact of transformational leadership style on an employee's job crafting.

Keywords: Academic staff members, Employee job crafting behavior, Transformational leadership style

* iresha98.amarasinghe@gmail.com