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## Leadership Behavior, Readiness for Change and Organizational Culture

By Adil, Muhammad Shahnawaz

Condition: New. Publisher/Verlag: LAP Lambert Academic Publishing | The main objectives of this book are to empirically analyze the impact of leader s change-promoting behavior on employee s readiness for change and whether this relationship is mediated by organizational culture in the context of a developing country such as Pakistan. A sample of 205 responses is drawn from managers based in Karachi. With the help of advanced multivariate statistical techniques, the results indicate that leader s change-promoting behavior has a significant positive impact on change readiness and this relationship is partially mediated by organizational culture in Karachi. The findings may be generalized on a larger population in Pakistan. The study supports the theory of one of the six conceptual formations of change readiness which refers it to as an employee s capacity to change. Therefore, managers should clearly advocate the desired change with the help of their own change-prompting behavior as well as establishing a trusting culture in their organization. Both limitations and areas for future research in the context of Pakistan are also discussed. | Format: Paperback | Language/Sprache: english | 52 pp.



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