

Investigating the Relationship Between Ethical Leadership and Innovative Behavior of Services (Case Study: Staff of Guilan University Medical Sciences)

salehe behdashtdoost*,

Investigating the Relationship Between Ethical Leadership and Innovative Behavior of Services (Case Study: Staff of Guilan University Medical Sciences) Innovative behavior in the workplace is complex behavior that involves three areas of idea generation, the promotion of ideas and the implementation of the idea. In spite of the importance of innovative behavior to enhance organizational performance and exposure to unstable conditions, quantitative studies have been done in this domain. The medical science organization is one of the organizations that needs rapid changes through the innovative behavior of services due to the diverse needs of the client. With attention to the importance of this issue, the present study investigates whether there is a significant relationship between ethical leadership and innovative behavior of services through the mediating role of the leader-member exchange and moderating of job independence in Guilan Medical Sciences Organization. This research is applied in terms of the goal. The data gathering method was fieldwork. A questionnaire was used to collect information. The statistical population of the study is Guilan province staff of medical sciences and 316 people were selected by the Cochran formula as a sample for the limited population. The sampling method in this research was simple random. Cronbach's alpha was used for checking the reliability of the questionnaire, which was more than 7 for all variables. SPSS and PLS software were used to analyze the data. All hypotheses of this study were confirmed. The results indicate that the highest degree of relationship between moral leadership and the exchange of leader-members. And the lowest intensity is related to the relationship between leader-to-person exchanges and the innovative behavior of services through career autonomy.

**Keywords : Job independence, Innovative behavior of services, Ethical leadership,
Leader-member exchange**

[Islamic Azad University, Rasht Branch - Thesis Database](#)
[دانشگاه آزاد اسلامی، واحد رشت - سامانه بانک اطلاعات پایان نامه ها](#)