

# **Evaluating the Relationship between Leadership Style and Transformational Management and Staff Organizational Citizenship Behavior (Case Study: East Azerbaijan Electric Power Company)**

naser alizadeh\*,hasan taheri,

**Abstract** Transformational Leadership is one of the significant factors for improving the organization's performance in today's complex environment. Successful organizations need leaders who identify the direction of the organization, guide people in that direction and motivate employees to create creativity. The occurrence of such behavior in the organization requires an organizational citizenship behavior strategy and reinforcement among employees in order to create a coherent and friendly environment for achieving the goals of the organization and by expanding the organizational citizenship behavior and its factors in order to make human capital excellence and support the excellence of the organization. This research, based on its purpose, is applicable to descriptive research. The statistical population of this research includes employees of East Azarbayejan Electric Company, which is 276 people, calculated by using the Cochran formula and 168 persons were ed as the statistical sample. In this research, two Questionnaires were used as Transactional Leadership and Organizational Citizenship Behavior. The results of the research indicate that there is a positive and significant relationship between the five dimensions of ideal features, ideal behaviors, inspirational motivation, mental stimulation, and individual considerations and organizational citizenship behavior. Also, by using multiple correlation coefficient, it can be claimed that transformational leadership style is an explanation of organizational citizenship behavior in Tabriz Regional Electricity Organization. In the following, the impact of transformational leadership style on individual components of organizational citizenship behavior was

---

**discussed. Key Words: Transformational Leadership, Organizational Citizenship Behavior, Tabriz Regional Electricity Organization, Transformation Management.**

**Keywords : Key Words: Transformational Leadership, Organizational Citizenship Behavior, Tabriz Regional Electricity Organization, Transformation Management.**

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