

Survey Relation Between paternalistic leadership style and creativity According to Role of employee voice in General Directorate of Tax Affairs of Rasht city

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Abstract The total purpose of this study was Survey Relation Between paternalistic leadership style and creativity According to Mediate Role of employee voice , The research purpose is applications, data collection method is descriptive and Correlation. The statistical population of the study is the staff of the General Directorate of Tax Affairs of Rasht city with 510 people. Considering the total number of statistical population and according to the Cochran formula table, the sample size is 220 people who were ed by simple random sampling method. Finally, the questionnaires were collected and the data analyzed using SPSS 22 software and smart pls 2. Data analysis showed that at 95% level, authoritarian leadership has a negative correlation of 0.25 with employees' voices; there is a positive and significant positive correlation between the benevolent leadership and the staff at 0.20. Ethical leadership with employees' voices has a positive correlation of 0.51. The employees 'voices are positively correlated with the creativity of the staff of 0.51, and the employees' voices amount to -0.18, mediating the relationship between authoritarian leadership and creativity. Staff voices interfere with the relationship between benevolent leadership and employees 'voices by 0.16, and finally, the intensity of the role of mediation of employees' voices in the relation between ethical leadership and creativity is 0.37

Keywords : **Keywords:** Authoritarian Leadership, Benevolent Leadership, Ethical Leadership, Staff Voice, Creativity

