

The Effect of Transformational Leadership on Employees' Voice through Relational identification and Work engagement in Employees (General Directorate of Guilan Province)

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Considering the importance of the behavior of employees 'voices in creating ideas, knowledge sharing and improving the performance of the organization, it is necessary to investigate the factors affecting the employee's behavior. Based on this, the effect of transformational leadership on employees' voices through communication identity and career aspirations in the staff of the General Directorate of Finance Guilan province. This research is based on the type of target. Data gathering was a field method. A questionnaire was used to collect information. The statistical population of the study was 132 employees of Gilan province. 103 people were ed as the sample of the research through the Cochran formula for finite. Sampling method In this study, simple random sampling was used. Cronbach's alpha was used to check the reliability of the questionnaire, which was more than 0.7 for all variables. Data were analyzed using SPSS and SMART PLS2 software. Out of the four hypotheses presented in the research, three hypotheses were approved: the effect of transformational leadership on the behavior of employees 'vocation through job passion, the effect of transformational leadership on the behavior of employees' vocal through communicative identity, the effect of communicative identity on job aspirations) The impact of transformational leadership on the behavior of staff voices was not confirmed. The most severe effect of the impact of communicative identity on job thirst and the least intensity of impact is on the impact of transformational leadership on the behavior of employees' vocation through job thirst.

**Keywords : Work engagement, employee voices, Transformational Leadership,
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