
The Impact of Perceived Transformational Leadership on Innovative Work Behavior with Mediating Organizational Citizenship Behavior and Knowledge Sharing Behavior Employees of Power Distribution Company in Guilan

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Innovation is essential for the survival and development of today's organizations due to the high competitiveness and complexity of the competitive environment, and innovative work practices are a competitive advantage for organizations to achieve their goals and objectives through their employees. Attention to internal factors, in particular the role of leaders on behaviors beyond the role and sharing of organizational knowledge, can be debatable. The purpose of this study was to assess the effect of mediating the organizational citizenship behavior and knowledge sharing behavior on the relationship between perceived transformational leadership and innovative work behavior in the company and distribution of electricity in Guilan province. The statistical population of the study consisted of employees of power distribution branches of Guilan province in the city center of Rasht and its subordinate cities with 420 people. According to the cluster sampling method, using the Cochran formula, the sample size was estimated at 259 people. The data collection tool was a standard questionnaire. The validity of the questionnaire was confirmed by Cronbach's alpha method and its reliability was estimated to be desirable. In order to analyze the data, LISREL8.56 software was used and structural equation modeling was used to test the hypotheses. Research findings showed that the effect of transformational leadership on organizational citizenship behavior and knowledge sharing is meaningful. Also, the significant effect of organizational

citizenship behavior on knowledge sharing and innovative behavior was also confirmed and the effect of knowledge sharing on innovative behavior was also confirmed. The role of the mediator of organizational citizenship behavior and knowledge sharing in the relationship between transformational leadership and the innovative behavior of work has been confirmed. This means that the perception of transformational leadership and the emergence of innovative work practices by employees of an organization, through the behavior of knowledge sharing and organizational citizenship behavior of the employees of the organization affect each other.

Keywords : Perceived Transformational Leadership, Organizational Citizenship Behavior, Knowledge Sharing, Innovative Work Behavior, Electricity Distribution Company of Guilan Province.

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