

# **The Effect of Emotional Conflict on the Behavior of Innovation with the Moderation of Leader-Member Exchange and Exchange of Team-Member (Case Study: Guilan Provincial Sports and Youth Organization)**

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**Abstract** Considering the importance of innovative staffing in improving organizational performance and readiness for changes in the organization, the main goal of this research is to investigate the effect of emotional conflict on innovation behavior with the moderation of exchange of leader-member and exchange of team-members in sports and youth workers in Guilan province. The statistical population of the study was 800 employees in the sport and youth organization of Guilan province. 260 people were selected by the Morgan table. The method of sampling in this research was simple random-cluster sampling. To examine the reliability of the questionnaire, Cronbach's alpha was used which was higher than all variables. For data analysis, structural equations were used SPSS and SMART PLS2 software. All hypotheses presented in the research were confirmed. Which include team exchange-a member of the effect of emotional conflict on the behavior of innovation, moderates the exchange of leader-member of the influence of emotional conflict on innovation behavior, emotional conflict has an impact on the behavior of innovation. The most severe effect of emotional conflict on the behavior of innovation and the lowest intensity of impact is related to the moderating role of the leader-member exchange in the relation between emotional conflict and innovation behavior.

**Keywords :** Key words: Emotional Conflict, Innovative Behavior, Team-Member

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## Exchange, Leader-Member Exchange

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