

"A man is
great by
deeds, not by
birth"

-Chanakya

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**Ethical leadership and Complexity of Innovative Work Behavior: The
mediating moderating mechanism**

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Ethical leadership and Complexity of Innovative Work Behavior: The mediating moderating mechanism

Abstract:

A growing body of work suggests that individual innovative work behaviour (IWB) is beneficial and it generally includes an employee suggesting novel and useful ideas for improvements in the products, processes and procedures. However, the underlying leadership and psychological mechanisms that leads to IWB more often are still underdeveloped. This study aims to examine the linkage between ethical leadership and IWB. Moreover the mediating motivational role of personal engagement is tested. Furthermore, a boundary condition in task significance is examined. Findings of the data analysis supported the proposed hypotheses.

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