

Management

A Analyzing the role of leadership empowerment on innovation by mediating absorptive capacity in the rubber industry

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Abstract

Since human resources have a significant impact on the formation of a positive image of the organization in the minds of customers, therefore, capable employees can respond more effectively to the needs or requests of different customers. Also, leadership empowerment facilitates the quality exchange of knowledge among employees. For this purpose, the aim of the present research is to investigate the role of leadership empowerment on organizational innovation with the mediating role of absorptive capacity in the rubber industry. This research is of the type of applied research and in terms of the research method, it is part of descriptive-survey research. The statistical population of the research is the managers and employees of the rubber industry, and the sample size is as; Targeted available, about 100 people were selected. The sampling method in this research is simple random method. The data collected by the questionnaire has been analyzed using the structural equation modeling method and PLS and SPSS software. The findings of the research showed that leadership empowerment had a positive and significant effect on potential and realized absorption capacity and potential and realized absorption capacity as a mediating variable strengthened the relationship between leadership empowerment and potential and realized absorption capacity. According to the research results, empowering leadership increases the absorption capacity. Therefore, rubber industries that have leaders who encourage their followers to carry out activities related to creating and acquiring knowledge achieve higher innovation results.

Keywords: leadership empowerment, innovation, absorptive capacity, rubber industry