

Role of Leadership Competencies in Innovation in Organizational Performance

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Abstract

Organizational leadership has become an essential tool in managing and empowering growth within a company. Various leadership styles have come in handy for managers in different companies. Leadership is attributed to organizational growth, but on the other hand, negative leadership styles hinder growth. For instance, autocratic leadership styles are often top-down and rarely recognizing employees' interests. Functional leadership styles in the organization are likely to accomplish their organizational aims and objectives. This research sought to investigate does the role of leadership competencies help in innovation and organizational performance. To achieve this purpose, a quantitative research design adopting a questionnaire, interview, and focused group approach to analyze the data. The results of the study illustrated the different leadership traits found to enhance organizational performance with the support of innovation.

Key words: leadership, organizational performance, group approach, innovation.

Introduction

Effective leadership has become a key area of focus in enhancing organizational growth and performance. Leadership skills and styles differ from different leaders, and this reflects through how an organization performs and grows, especially with increased competition from players within the same industry. Finding and retaining a good and useful leadership style to step up organizational performance are critical needs of an organization. The use of transformational leadership styles and principles can contribute to an increase in work performance as well as accelerate organizational performance. It highly contributes to increased production from employees, enhances creativity making employees feel like part of the team leading to attaining the expected results. Although research on organizational leadership performance and leadership styles can inform the industry, few leadership styles exist that specifically helps understand as to what it takes for leadership to impact organizational performance (Duan, Liu, & Che, 2018).

Growth in most organizations has been primarily due to a change in leadership. Such leadership changes enable employees to showcase their expertise, talent, contribute to the effective decision-making process, and improve their work

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performance as a result of motivation. Literature that studies leadership impact on performance is rare, which is why a qualitative phenomenological study format that examines different leadership styles, various leaders and their leadership administration in enhancing effective performance is needed. This study could shed light on the influence of governance towards organizational growth and what could facilitate the development of compelling corporate competitive advantage while using leadership as a prerequisite (Hunter & Cushenbery, 2011).

The purpose of this study was to provide an insight into the leadership competencies that are important for driving growth and shaping a teamwork environment in the business, through constant innovation. First, the problem that most companies face, which is innovation, was highlighted. Second, leadership styles and their perceived innovation performance as also discussed. This provided excellent insight into the required traits for a leader who has the potential to pursue successful innovation. Lastly, further insight from a recent review was also provided to highlight the five critical competencies for innovative leadership (Baregheh, Rowley, Sambrook, & Davies, 2012).

Research Background

An effective leader is one who seeks to bring out the internal motivation among employees to ensure assigned tasks are completed. Where bosses take employees as juniors, leaders see employees as a part of the team and seek to empower them to hone in on their capabilities and talents that will result in productivity. Transformational governance has been categorized as one style used by leaders who want useful results from employees. Even though different (Hunter & Cushenbery, 2011), leadership styles are applied depending on the organizational structure. Generally, leaders who enthuse and invest in their employees have a grander capacity to influence their team's activities.

Ability to inspire and also empower helps to build reliability and dependence, which results in a healthy, productive corporate culture. Most researchers tend to present most of their findings as a combined group of managerial and non-managerial leaders; there exist few leadership styles that specifically equips leaders with what it takes to be an effective leader who can improve organizational performance. Therefore, a study into this arena could help leaders who desire to improve their organization's performance. Further studies could facilitate corporate competitiveness through the use of leadership styles aimed at employee motivation as well as improve organizational performance (Minh, Badir, & Afsar, 2017).

Research Objectives

As time is progressing, businesses will need innovative leaders to make the right decision to disrupt the competition and get a fair share in the market to remain competitive among rivals. Hence, there is a growing need to study the critical role leadership competencies play in stimulating innovation (Brem, Maier, & Wimschneider, 2016). It is essential to know that these behaviors were also highlighted in the discussion of leadership styles. The following are the research objectives which are used in the study:

- To provide the importance of these competencies, play in stimulating innovation in an organization.
- To develop an important of various leadership styles and their perceived performance concerning innovation planning and implementation
- To review critical competencies for innovative leadership are highlighted
- To outline a conceptual framework, there is no one single leadership style for innovation, and it is also highlighting the five key competencies that make up innovative leaders.

Research Hypothesis

- **H1:** *The Role of Leadership Competencies Helps in Innovation in Organization Performance.*
- **H0:** *The Role of Leadership Competencies does not Help in Innovation in Organization Performance.*

Literature Review

Organizational growth has been associated with leadership impact over a long period. Change in organizations can be tested through leadership styles adopted by leaders within different organizational setups. The literature on leadership impact has focused primarily on leadership styles, nature of leadership, advantages, and disadvantages of different leadership styles to both employees and organization. This research, however, attests that leadership roles in organizational performance are nevertheless likely to impact performance due to the ability of leaders, managers, professionals, or knowledge workers to work autonomously (Feraru, 2017).

Definition of Leadership

Leadership can be defined as the practice of winning over others to work at will in the direction of achieving organizational aims and objectives characterized by a high sense of confidence. Leadership applies both intrinsic and extrinsic impacts on employee and general organizational performances (Lara, 2017). Ideally, leadership is regarded as the most visible part of management as it primarily deals with people. It deals with management functions of commanding, guiding, inspiring, initiating as well as activating. Leadership has been defined differently by different authors to refer to the act of impelling people to strive freely in the direction of achieving organizational aims (Brem, Maier, & Wimschneider, 2016).

Fawcett, Jones & Fawcett (2012) argued that leadership necessitates a need to advance not only ethics in work but also to have the willingness to go the extra mile with zeal and confidence. Additionally, leadership entails the use of authority, personal knowledge, and wisdom in the policymaking process. Moreover, leadership is be associated with a leader's ability to seek voluntary participation of employees to reach organizational objectives (Duan, Liu, & Che, 2018).

The Concept of Organizational Performance

Organizational performance is the contrast of organizational aims and objectives with its real performance through leadership influence, market performance, and

financial performance. Organizational performance is highly connected to the ideas of effectiveness and efficiency. Businesses (organizations) are required to produce the right things. They must present them with various possible inputs, one being a strong leadership pillar to have effective organizational performance (Fawcett, Jones, & Fawcett, 2012). Leadership is fundamentally crucial in that bad leadership affects the organization's ability to retain and motivate employees, and thus this lowers morale and organizational productivity. "Bad" leadership, however, tends not to value communication with employees and more so it doesn't factor employees' contribution towards organizational success. This study aims at relating the three aspects, which are leadership impact, innovation and organizational performance (Julien, 1996).

Leadership and Teambuilding

How employees perform their work within an organization is determined by the nature of how they are motivated. Similarly, team building has become one of the most important aspects contributing to members' motivation to take on specific tasks. In this case, it is essential to determine the role of leaders in providing effective team building within an organization (Feraru, 2017). Furthermore, it has been noted that leadership styles are the primary constructs to assess the extent of team building among members of an organization. How leaders use their innate to influence others is significant in organizational achievements. Most often, leaders lack this meaningful concept as they are unaware that their leadership styles may affect team-building and, therefore, employee performance. This topic is worth consideration to determine how leadership styles and characteristics change team building (Minh, Badir, & Afsar, 2017).

The Role of Leadership Competencies in Innovation

Innovation is a powerful driver for organizational achievement. However, this concept is affected by the knowledge and competencies constructed in a leader. In this case, leaders need to be responsible for the innovation as they make the latter happen within their organization. It has been noted that most leaders lack this concept, and therefore they fail to be the drivers of innovation within their organizations (Gumusluoglu & Ilsev, 2009). This, thus, becomes a topic worth researching to determine the role that leadership competencies play in driving innovation within their organizations.

Moreover, when leaders have the needed skill to stimulate creativity and innovation, members also become inspired, thus making an organization have the capacity for achievements. In the current business world, exceptional business performance mainly depends upon an organization's ability to support the creativity of its employees and develop innovative projects. It would not be wrong to regard that an organizational culture that is supportive of creativity or allows its members to pursue 'out of the box' techniques for problem-solving is a pre-requisite for driving innovation in the business and fostering growth. Besides, it is the potential of leadership to take advantage of such a favoring environment and work closely with

his team to develop disruptive ideas and products (Brem, Maier, & Wimschneider, 2016).

Since every leader lies on a different point in the continuum to stimulate creativity, different leadership styles are likely to have a difference in impact on innovation management. The following are individual leadership styles that foster creativity. Critical competencies for each kind of leader have been highlighted. Since not a single method of leadership ideally fits for stimulating innovation processes, it would be essential to highlight the critical leadership competencies that support innovation (Zhang, Zhao, & Lyles, 2018).

Leadership Styles in the Building of an Organizational Culture

Organizational cultures are defined by the values, beliefs, and norms that guide an individual's operation. In a weak organizational culture, individuals become confused about what they should do, how to do it, and when to do it. In essence, the regulatory protocol becomes paralyzed, meaning that the latter is bound to fail (Julien, 1996). However, organization cultures are strengthened by leaders, and therefore they have to use their leadership styles and natural abilities to build cohesive organizational cultures. This aspect has been given minimal consideration, as most leaders fail to strengthen their organizational cultures. Moreover, some leaders fail to adhere to organizational norms, which, in turn, influence other members to do the same. Prompt research, therefore, is required to determine the effect of leadership styles in building organizational cultures (Carmeli, Atwater, & Levi, 2011).

Methodology

The section of the methodology is the most significant part of research as it contains the roadmap to carry out the research. It mentions the research design and the tool of measurements and data collection. Hence, choosing a suitable methodology to carry out specific research is an essential part of a research undertaking. It furthermore looks into the reliability and validity of the research tools so that the outcomes of the study are found accurate. Hence it is required for a researcher to adopt the most suitable research design (Ikeda, Marshall, & Okamura, 2016). Research is the most widely employed tool for upbringing more and somebody's knowledge collection as well. Below are two conventional methods of carrying out work in both areas:

- Qualitative Approach
- Quantitative Approach

Quantitative Research Design

The study utilizes a quantitative method for data analysis. Because the quantitative study method is practical and straightforward. This search method provides accurate and cognate data. This research method is complete, and the researcher can simply analyze data. This technique is the most appropriate for the study because the data is accumulated, analyzed, and interpreted. The results of the survey will additionally be valid and reliable (Lang, 2018).

This Quantitative analysis approach is practical, which is focused on the result generated on percentages. This analysis approach is quite time-intensive but further validated. This method of science is empirical and focused on scientific study. This analysis methodology explains the thesis about averages, mathematical analyses, and different numerical algorithms. The practical analysis method gathers information by increasing science-proposed methods and methods. Such techniques require survey questions, surveys, and other instruments that gather or interpret the news throughout the process of study. Studies seeking to receive a verified sample answer in just a specific period are accepted. As the evidence is represented in percentages, averages, or scientific tests, it is accurate and credible as well (Maurer & London, 2018).

Data Analysis Tools

The following tools are used to analyze the data in this research study;

Questionnaires

Questionnaires ought to be developed from a combination of various articles as surveys are a trustworthy source of information and data collection. As a consequence, a group of Likert scale-based questionnaires will be implemented to elicit responses from participants. The research will then carry out surveys consisting of 15 questions that are separated into the community group. This is meant to collect data from the participants.

Structured Interviews

Structured interviews would be performed to be valid and credible. Structured interviews are a collection of queries. The respondents pose many questions. Respondents have offered their opinion correct and equal. This is documented to analyse the results.

Sample Size

The targeted sample size for the research study will be 50 respondents. From the total number of respondents, 30 participants belong to the government sector, and 20 participants belong to the private sector

Data Collection

Surveys and Interviews were conducted at the convenience of the participants. Additionally, participant schedules were not interfered with. Participants were also informed of the study before the researcher commenced on field data collection. This was to ensure that the sampled respondents were available for the review at the set date. Similarly, the strategy of contacting the respondents before the commencement of the survey was to briefly explain the survey purpose, aims, and objectives to acquire their consent before the field visit. Participants who were not available at the set date were be booked at a time that they felt convenient to them. On the date of the survey and after consenting, a participatory approach was used while interviewing the respondents. In this case, respondents were given ample time to give their

responses without interruption. They asked questions on sections of the questionnaire that were unclear of which the researcher responded to adequately. This, therefore, meant that the researcher was conscious of the need to make the research participatory and inclusive. Moreover, interviews were conducted in a discussion form, which gave participants the confidence to participate adequately (Hunter & Cushenbery, 2011).

Ethical Concerns

Ethical problems are applicable to the design of study. It is of utmost significance that study is focused on authentic moral motives. In the report, certain important ethical considerations should be considered:

- The details should be valid
- The data should be accurate and valid;
- A thorough analysis of the literature should be done
- Personal study attempts should be rendered
- There should be a real existence of the issue
- Veracity-oriented analysis should be undertaken

Data Analysis

Demographic Analysis

The demographics of the data are seen as follows. The data was obtained from both male and female participants. However, it is reported that there were more male workers in the company than female employees, especially in the management role. Similarly, it has been found that males at work are more educated than females. Male workers, however, receive a decent wage and have more expertise than female employees.

Demographics Analysis (Gender Based)			
	Female	Male	Sum
Participants	6	44	50
Education			
high school	1	24	25
college	1	14	15
university	2	8	10
SUM			50
Salary			
AED 2,000.00	1	8	9

AED 3,000.00	1	18		19
AED 4,000.00	2	20		22
SUM				50
Experience				
less than one year	2	11		13
1- 3 years	1	20		21
3- 5 years	1	15		16
SUM				50

Data Population

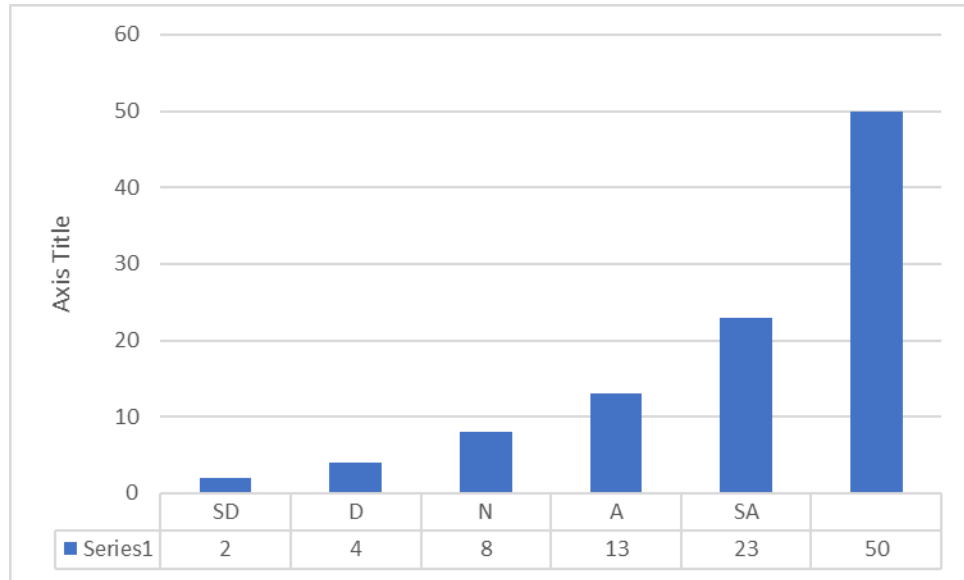
The proportion of data from separate service industries is seen as follows:

Data population	
Government sector employees	30
Private sector employees	20
Total	50
Government sector employees	29
Private sector employees	21
Total	50

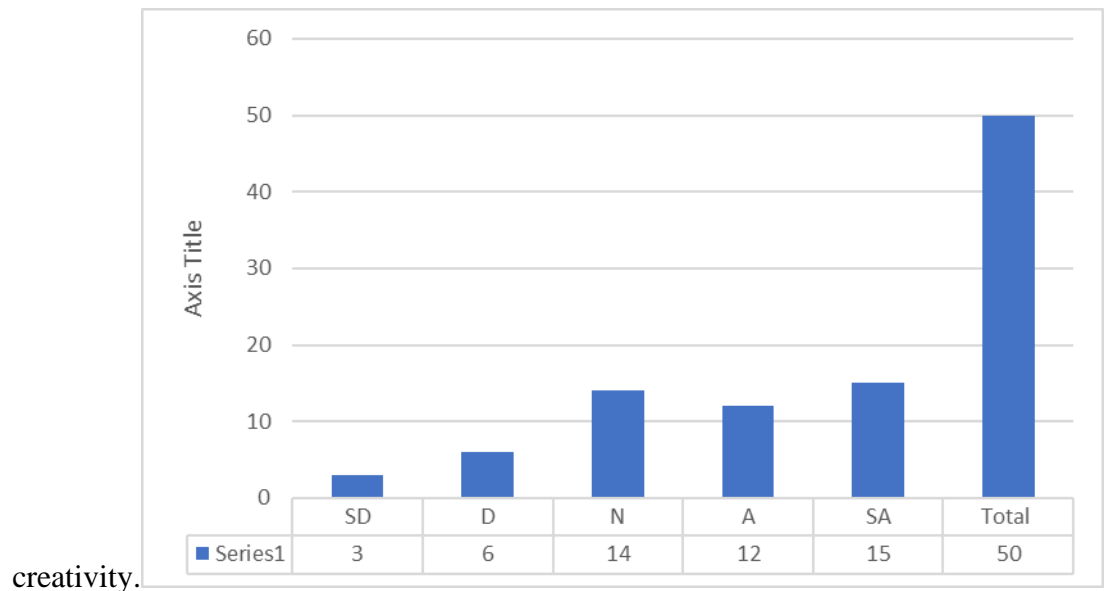
Questionnaire Analysis

From my point of view innovation is the key to effective leadership;

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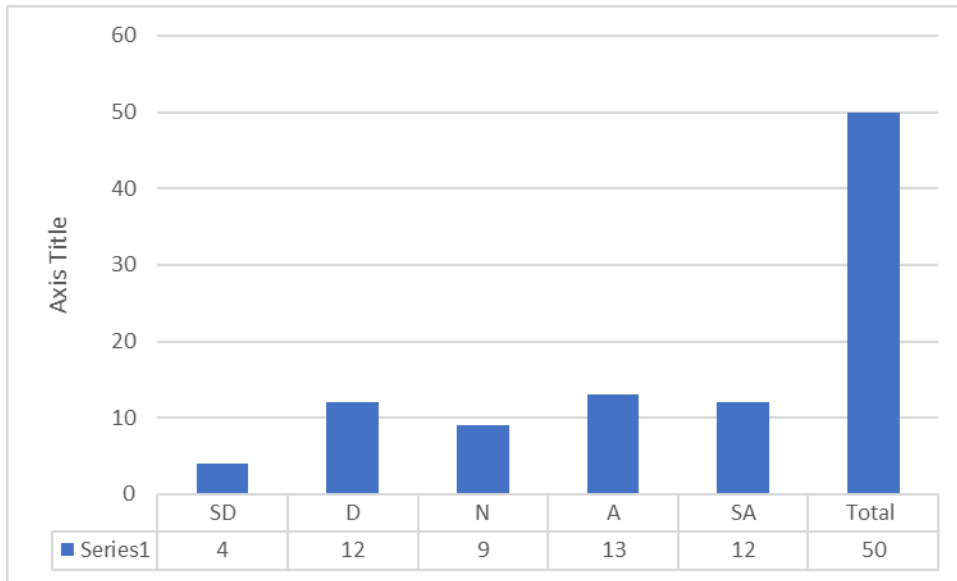


In this question, respondents were questioned about the role of creativity in industry. The survey revealed that the majority of the respondents agreed to the issue. The respondents accepted that creativity is the secret to market growth. 23 of the 50 respondents stated that they strongly agreed to the query. 13 out of 50 respondents were classified as accepted. As a consequence, the total positive answer to the query is 75%. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 4 out of 50 respondents were not in favour, and two out of 50 respondents were firmly opposed to the issue. I believe the manager's point of view is

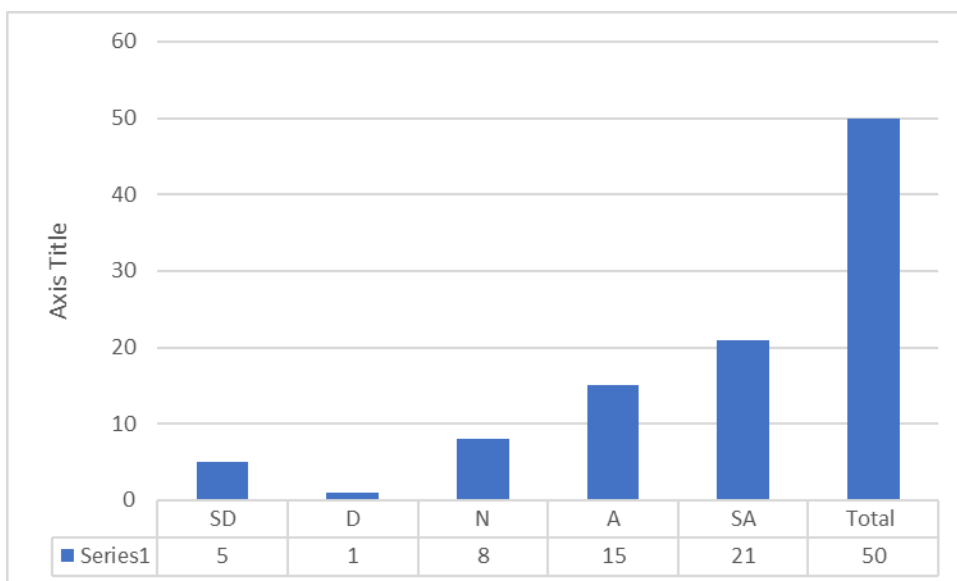


creativity. If managers are involved in creativity, they may contribute to progress and growth. The survey revealed that the majority of the respondents agreed to the issue. The respondents accepted that creativity is the secret to business success. Fifteen of the 50 respondents stated that they strongly agreed to the query. Twelve of the 50 respondents were classified as accepted. The overall optimistic answer to the issue is therefore 68 per cent. However, 14 of the 50 respondents remained impartial and

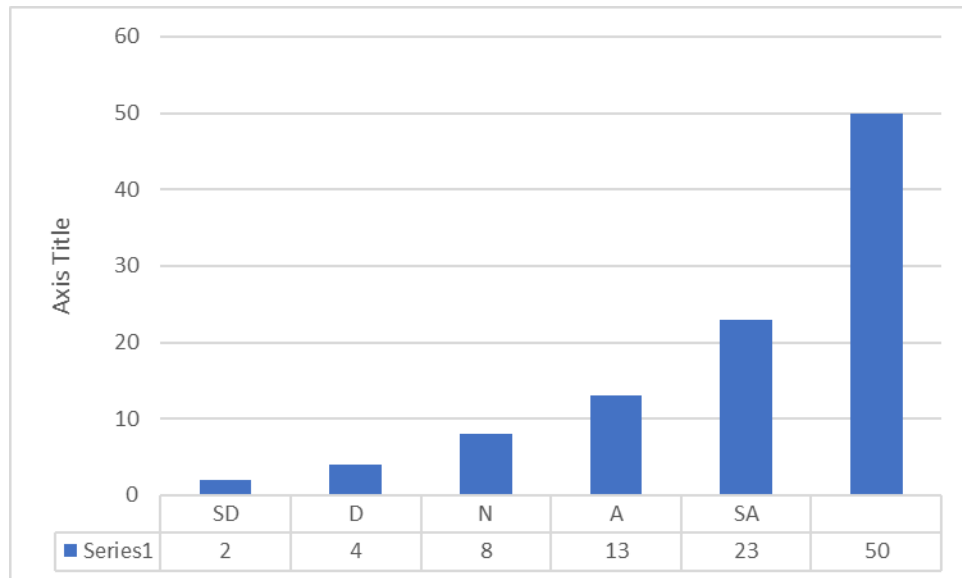
chose not to give an opinion. 6 out of 50 respondents indicated that they were not in agreement, and 3 out of 50 respondents indicated that they strongly disagreed with the issue. I assume that diverse leadership positions are critical to the management of company growth and progress.



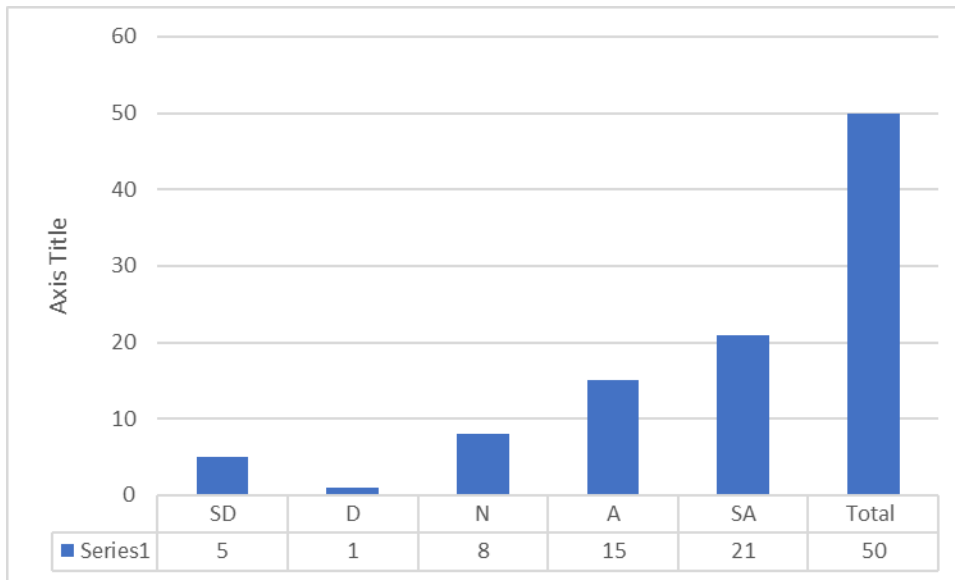
In this question, respondents were questioned about the role of creativity in industry. The survey revealed that the majority of respondents replied to the issue. The respondents accepted that creativity is the secret to market growth. 23 of the 50 respondents stated that they strongly agreed to the query. 13 out of 50 respondents were classified as accepted. As a consequence, the total positive answer to the query is 75%. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 4 out of 50 respondents indicated that they were not in agreement, and two out of 50 respondents indicated that they strongly disagreed with the issue. From my point of view, there are several leadership positions in the company that are valuable for business growth.



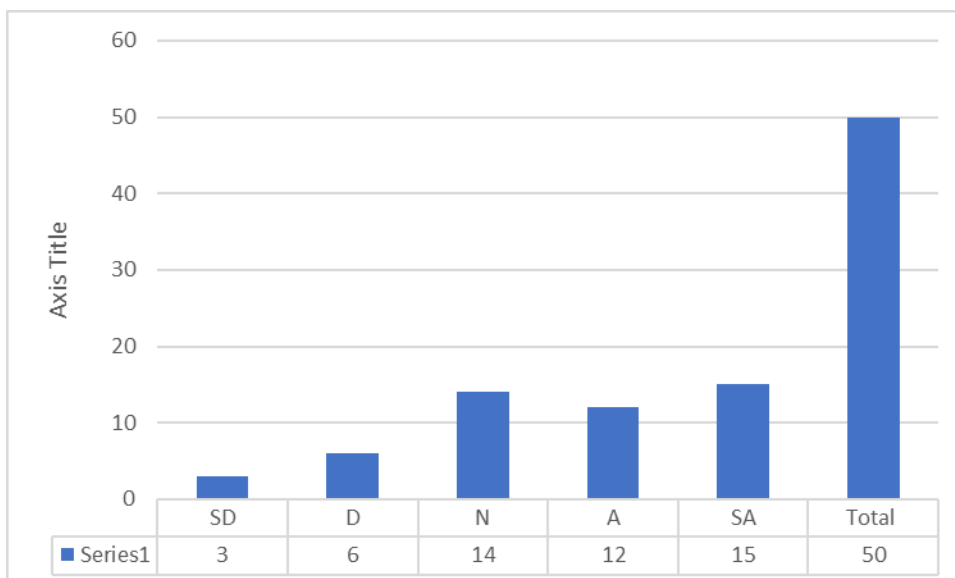
There are several leadership positions in the sector that are sufficient for business development; respondents were questioned regarding different leadership roles and creativity roles in the company. The survey revealed that the majority of respondents replied to the issue. The respondents accepted that creativity is the secret to business growth. 21 of the 50 respondents stated that they strongly agreed to the query. 15 out of 50 respondents were classified as accepted. The overall optimistic answer to the query is 80 per cent. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 1 out of 50 respondents indicated that they were not in agreement, and 5 out of 50 respondents indicated that they strongly disagreed with the issue. I believe that different leadership positions are key to the management of the company.



Respondents were questioned regarding the relevance of the different positions of leadership in industry. The survey revealed that the majority of respondents replied to the issue. The respondents accepted that creativity is the secret to market growth. 23 of the 50 respondents stated that they strongly agreed to the query. 13 out of 50 respondents were classified as accepted. As a consequence, the total positive answer to the query is 75%. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 4 out of 50 respondents were not in favour, and two out of 50 respondents were firmly opposed to the issue. In my opinion, there are different leadership positions in company that promote growth and progress.



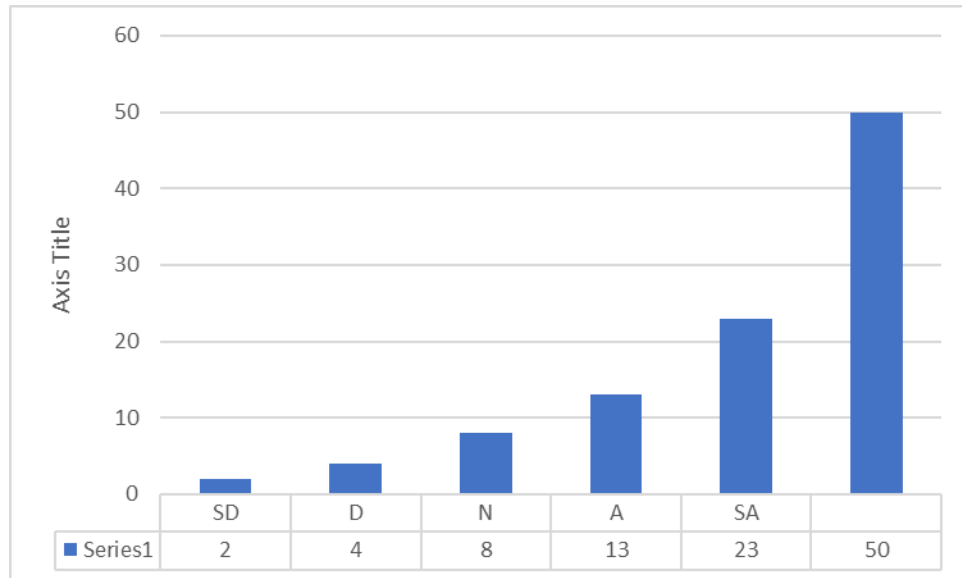
Respondents were questioned regarding the influence of different organisational leadership positions that foster creativity and progress. The survey revealed that the majority of respondents replied to the issue. The respondents accepted that disruption is the path to market growth. 21 of the 50 respondents indicated that they strongly agreed with the issue. Fifteen out of 50 respondents were classified as decided. The overall optimistic answer to the query is 80 per cent. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 1 out of 50 respondents were not in agreement, and 5 out of 50 respondents were firmly opposed to the issue. I assume that creativity and study are essential facets of business growth.



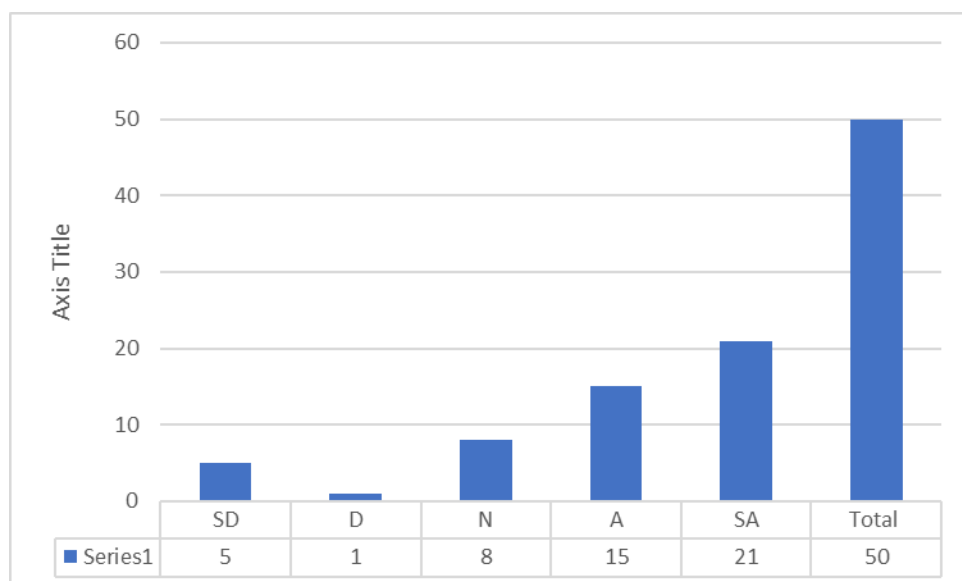
When the respondents were asked about innovation and development practices in the business majority gave a positive response. 15 respondents out of 50 reported as strongly agreed to the question—12 out of 50 respondents marked as agreed. So, the

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overall proportion of positive response to the question is 68%. However, 14 respondents out of 50 have stayed neutral and preferred not to give any opinion. 6 out of 50 respondents marked as disagreed, and three respondents out of 50 marked as strongly disagreed with the question. From my point of view, the business should focus on leadership styles that will develop research in industry.

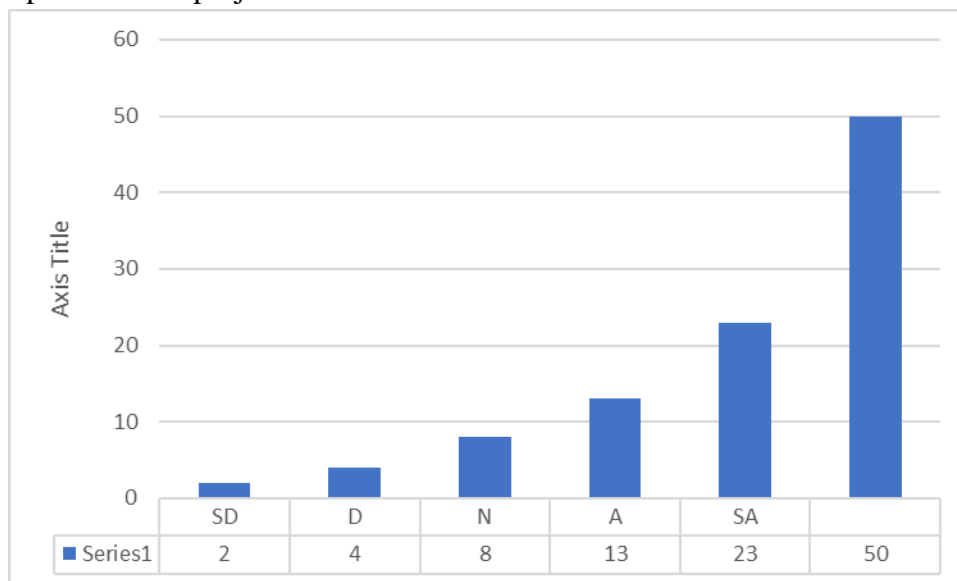


The survey for various leadership styles showed that 23 respondents out of 50 reported as strongly agreed to the question—13 out of 50 respondents marked as agreed. So, the overall proportion of positive response to the question is 75%. However, eight respondents out of 50 have stayed neutral and preferred not to give any opinion. 4 out of 50 respondents marked as disagreed, and two respondents out of 50 marked as strongly disagreed with the question. I think that the leadership role is essential in developing business.



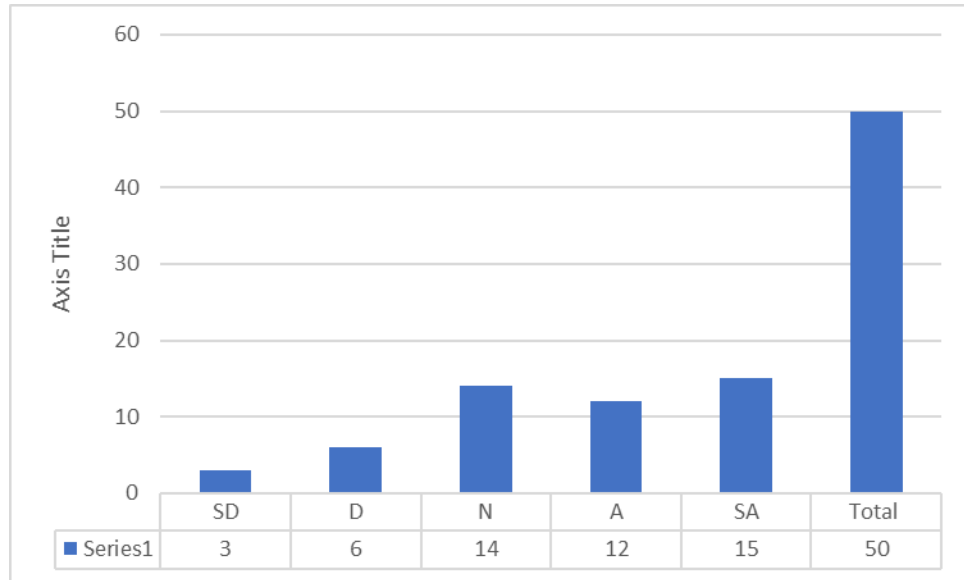
There are various leadership roles in the business which are useful for business development; respondents were asked about different leadership roles and innovation in the industry. The survey showed that a majority of respondents agreed to the question asked. The respondents agreed that innovation is the key to development in business. 21 respondents out of 50 reported as strongly agreed to the question. 15 out of 50 respondents marked as agreed. So, the overall proportion of positive response to the question is 80%. However, eight respondents out of 50 have stayed neutral and preferred not to give any opinion. 1 out of 50 respondents marked as disagreed, and five respondents out of 50 marked as strongly disagreed with the question.

From my point of view, exceptional business performance mainly depends upon an organization's capacity to support the creativity of its employees and develop innovative projects.

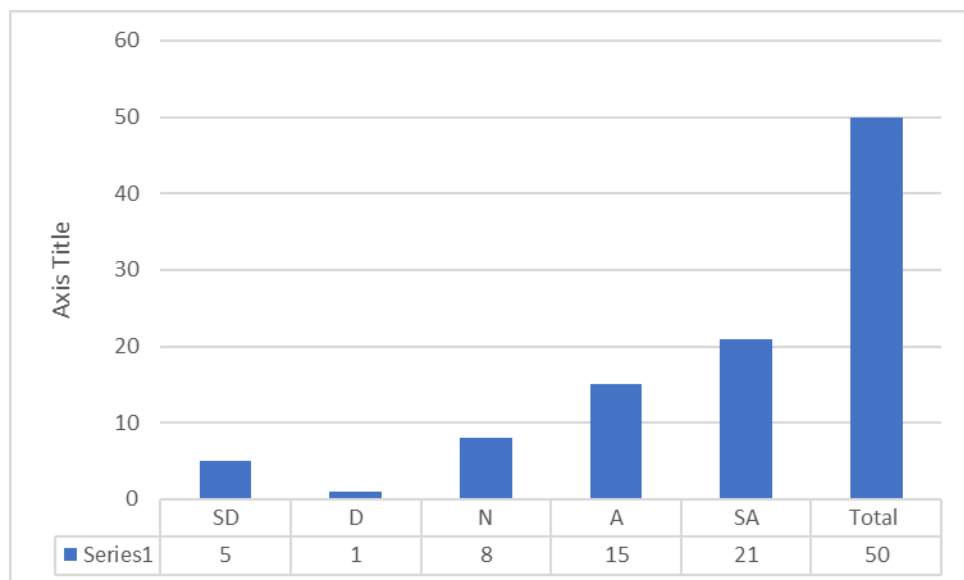


The respondents were questioned about the effect of outstanding business success and the position of the organisation's capacity to promote the innovation of its workers and to create creative ventures. 23 of the 50 respondents indicated that they were as firmly in agreement with the question—13 of the 50 respondents listed as decided. As a consequence, the total positive answer to the query is 75%. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 4 out of 50 respondents indicated that they were not in agreement, and two out of 50 respondents indicated that they strongly disagreed with the issue. I think leadership is the secret to sustainable sustainability and collaborating together with his team to create innovative concepts and goods.

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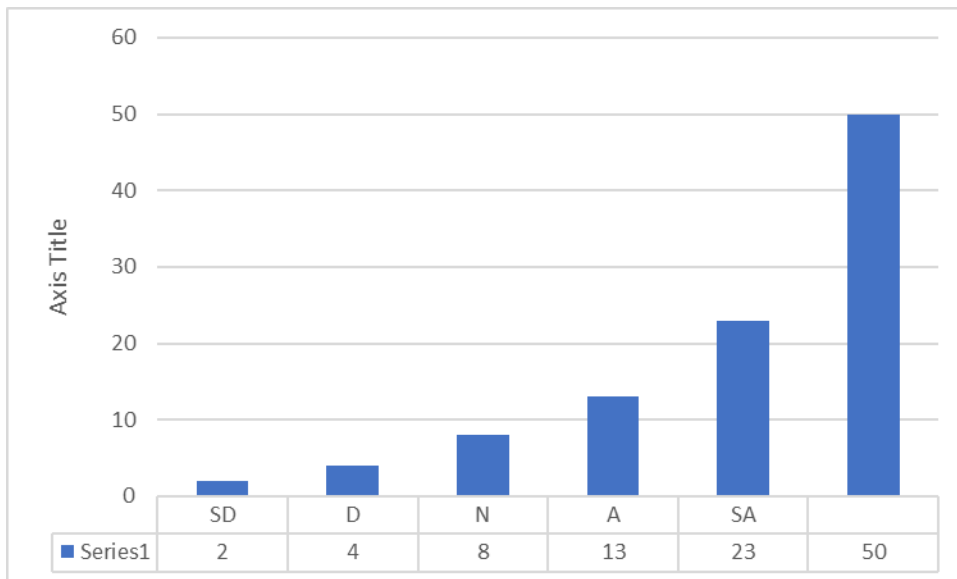


Respondents were called for leadership to be the answer to sustainable sustainability and to collaborate together with their team to create innovative concepts and goods. Fifteen of the 50 respondents stated that they strongly agreed to the issue. Twelve of the 50 respondents were listed as decided. The overall optimistic answer to the issue is therefore 68 per cent. However, 14 of the 50 respondents remained impartial and chose not to give an opinion. 6 out of 50 respondents indicated that they were not in agreement, and 3 out of 50 respondents indicated that they strongly disagreed with the issue. From my point of view, different leadership styles are likely to have a difference in the impact on innovation management.



There are different leadership positions in the company that are sufficient for business growth. Respondents were informed about various positions in leadership and creativity in the sector. The survey revealed that the majority of the respondents agreed to the issue. The respondents accepted that creativity is the secret to business growth. 21 of the 50 respondents registered as firmly in agreement with the question—15 of the 50 respondents listed as decided. The overall optimistic answer

to the query is 80 per cent. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 1 out of 50 respondents indicated that they were not in agreement, and 5 out of 50 respondents indicated that they strongly disagreed with the issue. I feel that no particular form of leadership is best tailored to promoting growth cycles, so that company could jointly follow leadership models.



In this question, respondents were questioned regarding a specific form of leadership that is best adapted to enhancing progress processes, such that the organisation can collectively follow leadership styles. 23 of the 50 respondents stated that they strongly agreed to the issue. 13 out of 50 respondents were listed as accepted. As a consequence, the total positive answer to the query is 75%. However, eight of the 50 respondents remained impartial and chose not to give an opinion. 4 out of 50 respondents indicated that they were not in agreement, and two out of 50 respondents indicated that they strongly disagreed with the issue.

Interview Analysis

The interviews were conducted from 10 managers. They were asked about the role of innovation. How innovation and research practices in business develop business programs. The managers strongly agreed that innovation and development practices are crucial for the development of the business. They also focused on leadership tools, techniques, and various leadership styles. The managers explained how they switch toward different methods of leadership to achieve their goals in business. Managers play different leadership and development roles in business. They turn to various business practices to achieve their business goals. When the managers were asked about the business environment, surrounding, and business practices, most of them emphasized the contemporary business environment that will ultimately focus on developing a positive environment in business. They build up a positive interactive environment in a company that helps them achieve business goals and eventually improve business innovation practices.

Focus Group Analysis

The focus group discussion analysis showed that the managers are fully aware of modern-day leadership practices. They are aware of new leadership practices. Managers today are willing to adopt various leadership practices in business that drive innovation in the industry. The survey analysis showed that managers are aware of the contemporary world business. They know about various leadership practices; they are aware that there are different leadership styles which are likely to have a difference in impact on innovation management so business should focus on adopting these leadership and management styles (Lang, 2018).

Recommendations

The above analyst and business innovation have led towards the following future recommendations for further studies and business practices:

- Business models should focus on adopting various leadership styles that are effective in conducting the business towards innovation and development
- there are different leadership styles which are likely to have a difference in impact on innovation management, so business should focus on adopting these leadership and management styles
- no single form of leadership ideally fits for stimulating innovation processes so the company should collectively choose leadership styles
- leadership is the key to environmental development and works closely with his team to develop disruptive ideas and products. So modern companies should focus on modern-day leadership and research practices

Conclusion

Leadership is a critical core pillar within an organizational setup because effective leadership assists an organization in reaching its goals and objectives within the set timelines. The adoption of functional leadership styles is critical among organizations. Leaders have a choice to either become leaders or bosses. Good leaders give their employees clear directives and orders in which all are expected to be compliant concerning completing tasks. However, in some cases where organizations lead authoritatively, leaders may inadvertently impose fear on employees, which may result in employees continuously being concerned about job loss for a slight mistake.

In the end, it could be stated that several leadership roles facilitate business managers. The leaders usually step into various types of leadership styles. The analysis through the questionnaires, interviews, and focus group analysis showed that the managers adopt multiple roles in business. They take different practices and business processes that help them in achieving business goals and innovation in the industry. So, keeping in view the analysis and research outcomes. The alternate hypothesis will be accepted, and the null hypothesis will be rejected.

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Appendix

Interview Questions

- 1) As a leader, what does your job entail?
- 2) What kind of work environment have you provided for the employees?
- 3) How often do you interact with the employees when carrying out daily routine activities in your organization?
- 4) As top leadership, how would you describe your relationship with your employees?
- 5) How would you describe your leadership style?
- 6) Explain how you notice changes to your employees when there is a need to implement change in the mission of the organization?
- 7) As leadership, what tactics do you use to make employees feel as though they are a part of the organization, and their ideas are valued?
- 8) How do you motivate your employees?
- 9) How do you handle grievances from employees? If anything, what would you do differently in your organization as a leader?
- 10) What tools do you use to elicit cooperation from the employees?

Survey Questionnaire

Dear Respondents,

I am a student at XYZ University. I am researching the "Role of leadership competencies in innovation." I request you to fill the questionnaire and send it back.

I shall be grateful to you for your kind response.

Demographics

Gender (please tick one)	Male		Female		
Age	20- 30	31-40	41- 50	51- above	
Experience (how long have u been working)	1-3 years	3- 5 years	5- 7 years	7- 10 years	More than ten years

Questionnaire

	Strongly Agree	Agree	Neutral	Disagree	Strongly Disagree
From my point of view, innovation is the key to effective leadership					
I think that the managers' point of view is the key to innovation.					
I think that different leadership roles are essential in managing business innovation and development.					
From my point of view, there are various leadership roles in the business which are useful for business development.					
I feel that various leadership roles are essential in managing the business.					
From my point of view, there are various leadership roles in the business that facilitate innovation and development.					
I think that innovation and research are significant aspects of business					

*leadership,
organizational
performance, group
approach, innovation.*

development.					
From my point of view, the business should focus on leadership styles that will develop research in marketing.					
I feel that innovation is not a very important aspect of business development.					
I think that the leadership role is essential in developing business.					
from my point of view, exceptional business performance mainly depends upon an organization's capacity to support the creativity of its employees and develop innovative projects					
I think that leadership is the key to environmental development and work closely with his team to develop disruptive ideas and products.					
From my point of view, different leadership styles are likely to have a difference in the impact on innovation management.					
I feel that no single style of leadership ideally fits for stimulating innovation processes, so the business should collectively adopt leadership styles.					
I think that a single style of leadership ideally fits for stimulating innovation processes.					