Reciprocal effects of follower proactivity and LMX: a longitudinal analysis.

Abstract:
In organizational context, proactivity refers to the active role of employees in influencing their work environment, which includes the relationship with their supervisor. With two longitudinally examined cohorts of newcomers in a large car manufacturer the relationships between personal initiative (a proactivity personality construct) of followers and their leader-member exchange (LMX) quality were studied. Results support the assumption that followers’ personal initiative is a relatively stable personality disposition, which directionally impacts positively on LMX-quality. Moreover, LMX-quality in return impacts on personal initiative, which speaks to a pivotal role played by leaders in promoting employee proactivity at work.

Stichworte:
LMX, Proactivity

Kongress- / Buchtitel:
The 29th Annual Conference of the Society for Industrial and Organizational Psychology

Jahr:
2014

Revied:
ja

Occurences:
- Kollektionen > SFB 768 / Zyklenmanagement von Innovationsprozessen > Publikationen

entries: