



# Sharing the Fire: The Igniting Role of Transformational Leadership on the Relationship Between Public Managers' & Employees' Organizational Commitment

By Camilla Denager Staniok, Christian Botcher Jacobsen

The Rockwool Foundation Research Unit. Paperback. Book Condition: new. BRAND NEW, Sharing the Fire: The Igniting Role of Transformational Leadership on the Relationship Between Public Managers' & Employees' Organizational Commitment, Camilla Denager Staniok, Christian Botcher Jacobsen, Seminal articles on organisational commitment in public organisations have assumed that employees reciprocate the attitudes of their peers, but recent studies suggest that the impact of managers' organisational commitment on employees' organisational commitment depends on how leaders convey their organisational commitment. In this study we investigate how transformational leadership moderates the relationship between managers' and employees' organisational commitment. Multilevel data from surveys of 68 principals and 1,349 teachers in the area of upper secondary education show that there is no direct relationship between principals' and teachers' organisational commitment, but that transformational leadership moderates the relationship.

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