

عنوان مقاله:

Designing a Healthy Leadership Model with an Ethics-Oriented Approach in Public Companies in the Field of Electricity Industry

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خلاصه مقاله:

In today's era, considering human resources and its issues such as reducing work-related stress and paying attention to the well-being of the leader and his followers is of particular importance. These issues lie in the healthy leadership. This study has been done aimed to design a healthy leadership model in governmental companies. the purpose of this study is to design a model of healthy leadership in state-owned firms. This research is among the mixed research. In the qualitative step of the research, the grounded theory method was used to design the model. For this purpose, in-depth interviews were conducted with ۲۴ executive experts in state-owned firms and university experts who were combining purposefully, judgmental and snowball sampling methods selected. Based on the findings, ۶ categories of factors were identified based on the Strauss and Corbin (۱۹۹۸) paradigm model including causal factors, healthy leadership (pivotal phenomenon), underlying factors, intervening factors, strategies and consequences. three attitudinal Value - attitude dimension, knowledge dimension and behavioral dimension for healthy leadership were identified. In the quantitative part, the research model was validated using structural equation modeling and Smart PLS software. For this purpose, ۱۵۸ managers in state-owned firms were polled using a questionnaire. Based on the findings, all identified factors and the structure of the research model were confirmed. The calculated coefficient of determination is also ۰.۳۷۹, ۰.۶۰۷ and ۰.۳۹۳ for healthy leadership variables, strategies and outcomes, respectively, which are acceptable values. Finally, the results showed that health-promoting leadership in state-owned firms is a multifaceted phenomenon that can be used to produce positive and valuable results

کلمات کلیدی:

Organizational leadership, healthy Leadership, State-Owned Firms, grounded theory

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