

A Study of the Relationships among Transformational Leadership, Employee Subjective Well-Being, and Employee.....

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ABSTRACT

The purpose of the study is to investigate the relationships among transformational leadership, employee subjective well - being and employee creativity. The research subjects are foreign employees of three insurance companies in Taiwan. 439 effective questionnaires were retrieved and the valid response rate is 75.7%. Pearson and Regression analysis were used to show the correlation between the factors. The results are as follows : 1. There is a significantly positive relationship between transformational leadership and employee creativity. 2. There is a significantly positive relationship between transformational leadership and employee subjective well - being. 3. There is a significantly positive relationship between employee subjective well - being and employee creativity. 4. Employee subjective well - being was found to have partially mediating effects on transformational leadership and employee creativity.

Keywords : transformational leadership、well - being、employees subjective well - being、creativity、employee creativity

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