

Project Report: RES-073-27-0024

Type of Research: Quantitative, conducted over two years from September 2010 to August 2012. 371 responses were obtained (data deposited in Data file EOA-RES-07-27-0024). The data collected was analysed using structural equation modelling.

The project conducted during the period drew upon social identity theory to investigate how leadership influence from differing bases (individual and 'collective-based') can be potentially facilitated by various mediating factors (eg., identification and role modelling) to deliver positive attitudinal/emotional outcomes and indicators of well-being in those influenced; key factors for driving the effectiveness of employees in organisations.

The research extends the academic understanding of leadership and social identity theory, and may have future implications in understanding how social identity theory affects employees at the individual and team level. For example, understanding the contributions of leadership through different bases of analyses (individual or collective based) may have important implications for employee outcomes in different types of organisational contexts; for example, in contrasting companies with predominantly hierarchical vertical leadership structures vs team based/less hierarchical structures.