

# ENHANCING EMPLOYEE CREATIVITY THROUGH TRANSFORMATIONAL LEADERSHIP AND SELF-EFFICACY

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Due to the globalisation, the business environment is dynamic and complex, and many firms have shifted the paradigms of their leadership from a transactional to a transformational style to fulfil their strategies and achieve their goals. Further, employee creativity and self-efficacy could contribute to reap competitive advantage for the organization. Therefore, it is recognised as one of the most significant aspects of an organizational environment. Therefore, the present study investigated the relationship between transformational leadership and self-efficacy with employee creativity. Data from sample of 118 teachers from five schools were garnered and analyzed. The results reported that transformational leaders Inspire creativity among their teachers. Moreover, a significant role of self-efficacy was found in the relationship between transformational leadership and creativity. It has been found that transformational leaders exhibit empathy, individual consideration and support for employees. Thus, these qualities facilitate teachers to concur their fears of challenging the status quo, which leads to higher creativity. The finding also disclosed that, teachers working under transformational leaders more likely to resort creative behavior when perceived high self-efficacy.

**Keywords:** *Creativity; Self-efficacy; Transformational leadership*

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