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# THE DOCTORAL RESEARCH ABSTRACTS

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**Title :** BYSTANDER PARTICIPATION BEHAVIOUR, LEADERSHIP STYLES AND LEADER-MEMBER EXCHANGE ON INNOVATIVE CAPABILITY

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Innovative capability is one of the requirements for organizational success and survival in the competitive environment. For many years, researchers and scholars have been trying to understand innovative capability achieved by different organizations, work groups and employees vary and how innovative capabilities are developed in an organization. Understanding why some organizations are more innovative than others raised a few questions such as what factors influence innovative capability, what are the paths and recipes for success towards innovative capability? Therefore, the aims of the study were to examine the relationship between bystander participation behaviour and leadership styles of Pygmalion and Machiavellian on innovative capability. Additionally, the study aims to examine the mediating effect of leader-member exchange on the relationship between bystander participation behaviour and leadership styles on innovative capability. This study proposed in integrating the concepts of bystander participation behaviour and leadership styles

of Pygmalion and Machiavellian and leader-member exchange on innovative capability in the Malaysian hotel industry. The study is a quantitative method, which tested the relationships between variables; the independent variables, bystander participation behaviour, leadership styles of Pygmalion and Machiavellian, the mediating variable, leader-member exchange, and the dependent variable, innovative capability. This study used the questionnaire survey to collect the data in order to validate the theoretical framework. The proposed innovative capability framework which had been developed in this study has important implications for both theory and practice. With the findings results on the construct, this study contributed to the existing literature and understanding of the integrating of the behavioral level in particular to the concepts of bystander participation behaviour, leadership styles of Pygmalion and Machiavellian and Leader-member exchange on innovative capability.