

Casting The Power of Paternalistic Leadership and Affective Trust for Innovative Behavior in Higher Education Institution

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| Abstract | Innovation is a key determinant for higher education sustainability. Existing studies advocate the importance of cultivating innovative thinking among lecturers. Given the increasing demand for higher-order thinking among employees, this study aims at scrutinizing the power of paternalistic leadership and affective trust in fostering innovative behavior among academicians from private and public universities in Indonesia. Authors use paternalistic leadership theory to advance a novel conceptualization of leadership style in higher education. In this study, the proposed conceptual structure was tested using a quantitative approach. Data were collected from 100 academics in the central Java province of Indonesia in State and private universities. Data have been analyzed by structural equation modeling (SEM). The research confirmed the positive effect on innovating actions of academicians of moral leadership, affective confidence, and benevolent leadership. Authoritarian leadership has a detrimental effect on the academics' innovative actions. |
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