

ملحق رقم (3)

ملخص الدراسة باللغة الانجليزية

**Transformational leadership & its impact on managerial creativity from the
perspective of workers:
An applied study in Jordanian Telecommunications Companies**

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The study aimed to analyze the impact of transformational leadership, including its dimensions (Intellectual Stimulation (IS), Individualized Consideration (IC), Idealized Influence (II), Inspirational Motivation (IM)), on managerial creativity from the perspective of workers at Jordanian telecommunications companies.

The study also aimed to analyze whether there were statistically significant differences in the impact of transformational leadership, including its dimensions, on managerial creativity of workers in these companies, which attributed to demographic variables (age, educational attainment, and work experience).

The study relied on a descriptive analytical approach, by preparing a specific questionnaire in order to analyze the hypotheses of the study and answer its questions, whereas the study population consisted of workers at Jordanian telecommunications companies, with a total of (998) workers.

The researcher selected a simple random sample of (30%) whereas the number of study sample individuals reached (300) workers.

After the study data being statistically analyzed using the Statistical Program for Social Sciences (SPSS) and other appropriate statistical methods, the study concluded the following key findings:

- The existence of a statistically significant impact at the level of ($\alpha \leq 0.05$) of transformational leadership, including its dimensions (Intellectual Stimulation (IS), Individualized Consideration (IC), Idealized Influence (II), Inspirational Motivation (IM), on managerial creativity of workers in Jordanian telecommunications companies.
- The existence of statistically significant differences at the level of ($0.05 \leq \alpha$) in the impact of transformational leadership, including its dimensions, on managerial creativity of workers in Jordanian telecommunications companies attributed to demographic variables (age, educational attainment, and work experience).

The study also concluded a number of recommendations, the most important are:

- To support and enhance the practice of Jordanian telecommunications companies for Transformational Leadership pattern including its four dimensions (Intellectual Stimulation (IS), Individualized Consideration (IC), Idealized Influence (II), Inspirational Motivation (IM), and through practicing this pattern by administrative leaders at these companies.
- To support and encourage the practice of workers at Jordanian telecommunications companies for managerial creativity (Originality, Analytical Ability, Intellectual Fluency), and through enhancing the concept of managerial creativity through training programs and awareness workshops in order to become an integral part of the organizational culture of these companies.
- To support and promote solving organizational problems using creativity ways by workers, in addition to work on developing the skills and capabilities of the administrative leaders in order to deal with ambiguous situations, through using the scenario method (what if).
- To Support and enhance achieving the company's activities using sophisticated methods in addition to work on holding training courses such as brainstorming course, aiming to developing mental skills which lead to qualify & learn the worker on how to create creativity ideas.