

## **Abstract**

**The impact of Transformational Leadership on Innovative  
Performance: the moderator role of Organizational Learning.**

**An Applied Study in the Jordanian Telecommunications**

**Companies Sector**

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This study aimed to know the effect of transformational leadership on innovative performance, in the presence of organizational learning as a modified variable, in the Jordanian telecom sector.

To achieve the goals of the study, a questionnaire was developed, and the study population consisted of all workers in the Jordanian telecom

companies sector, a proportional stratified sample was used, where (370) questionnaires were distributed, (357) questionnaires were valid for analysis at a rate of (96%). Appropriate statistical methods were used to process data on the SPSS.

The study reached a set of results, the most important of which is that all dimensions of the independent variable (transformational leadership). With its combined dimensions, which are represented by (ideal effect, inspirational stimulation, intellectual stimulation and individual considerations), he had a positive impact on the dependent variable, (innovative performance) with its combined dimensions, which are represented (innovation service, innovative process, innovative marketing, innovative organization), in The Jordanian telecom sector, as well as a significant impact of organizational learning on improving the impact of transformational leadership on innovative performance.

The study also found that the dimension (ideal effect) had achieved a high degree of importance, compared to other dimensions of transformational driving.

Among the most important recommendations of the study is the necessity of enhancing reliance on the transformational leadership approach in the Jordanian telecom sector for its role in raising innovative performance.

**Key words: transformational leadership, innovative performance, organizational learning.**