

**The Effect of Transformational Leadership on Organizational Creativity with Mediating role of Organizational Trust and Moderating Role of Organization-Based Self-Esteem**

**By: H. Shokrkon, PhD  
M. Shamsi, M.A.  
M. Montakhab Yegane, M.A.**

**Abstract**

The purpose of this study was to investigate the effect of transformational leadership on organizational creativity with mediating role of organizational trust and moderating role of organization-based self-esteem. The Participants included 204 employees who were selected by stratified random sampling method. They completed Multifactor Leadership Questionnaire, Organizational Trust Scale, Organizational Creativity Scale and Organization-Based Self-Esteem Questionnaire. Fitness of the proposed model, indirect effect, and moderating effect were examined by structural equation modeling (SEM), bootstrap procedure, and moderated hierarchical regression, respectively. Findings indicated that the final model fit the data significantly. The results also indicated that transformational leadership had direct effect on organizational creativity and indirectly through organizational trust. Furthermore, moderated regression analysis showed that organization-based self-esteem moderated the relationship between transformational leadership and organizational creativity.

**Keywords:** transformational leadership, organizational creativity, organizational trust, organization-based self-esteem.