

## Examining Empowering Leadership and Sustainable Performance: An Empirical Study

**Dr. Deepanjana Varshney**

Professor & Program Chair, ADSM campus, Abu Dhabi School of Management, Freej Al Teebat St - Al Hisn - W2 - Abu Dhabi, United Arab Emirates

### **Abstract:**

Organizations and research are addressing employee sustainable performance in unprecedented times. Despite the current research initiatives, there are gaps in the empirical application and conceptualization of the approach. The primary objective of empowering leadership is to enable employees to make better independent decisions, driving them to innovative work behavior and sustainable performance through a focused self-concept as triggers. Employee sustainable performance allows the employee to accomplish the given work objectives and simultaneously maintain the required well-being in the professional sphere.

Innovative work behavior involves employees generating new and unique ideas in organizational processes and consequently utilizing those ideas and concepts. Employee self-concept refers to the individual's work identity based on what they believe they can perform in the workplace.

The study examines the relationship between empowering leadership and employee sustainable performance. Furthermore, the research also investigates the mediating effect of employee innovative work behavior and the moderating effect of employee self-concept. Data was collected from junior and middle-level managers from UAE-based organizations. Analyses demonstrated that empowering leadership positively affects employees' sustainable performance. Additionally, Innovative work behavior mediated the relationship between empowering leadership and sustainable performance, and employee self-concept moderated the relationship. The theoretical and practical implications have been discussed, along with the future research directions.

### **Keywords:**

Empowering leadership, Sustainable Performance, Innovative Work Behavior, Self-Concept, United Arab Emirates, Managers.