



جامعة الإمارات العربية المتحدة
United Arab Emirates University

**The College of Graduate Studies and the College of Business and Economics
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DBA Dissertation Defense**

Entitled

The Impact of Transformational and Transactional Leadership Styles on Organizational Learning in Health care context

by

Nadeya Mutref Al Jaberi

Faculty Advisor

Dr. Abdul Karim Khan, Department of Business Administration
College of Business and Economics

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Abstract

The aim of this research is to examine the impact of leadership styles on organizational learning in health care context at Abu Dhabi Health Services Company (SEHA) in Al Ain region. The study uses a quantitative methodology to answer the research questions. The findings suggest that both transactional and transformational leadership styles are associated with organizational learning. The transformational leadership is linked with organizational learning through learning goal orientation and trust in leaders whereas transactional leadership style is linked with organizational learning through performance goal orientation. The research findings can help senior executives to put strategic plans for their organizational learning development. Also, the research is expected to provide a baseline for health care policy makers on how they can initiate and create a context of organizational learning through enhancements of the leadership role.

Keywords: organization learning, transformational leadership, transactional leadership, health care context, Abu Dhabi Health Services Company (SEHA)