



## The Relationship between Leader-Member Exchange, Innovative Work Behaviour and Career Satisfaction: A Research in Hotel Enterprises

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### Abstract

This research investigates how hotel employees' career satisfaction and innovative work behavior are shaped under the framework of their perceptions of leader-member exchange based on the notion that the quality of the leader-member exchange relationship has a significant impact on employee behaviors. In this context, this research primarily aims to identify the mediating effect of career satisfaction in the relationship between leader-member exchange and innovative work behavior of hotel employees. Data were collected by applying a questionnaire survey method with the participation of 423 employees working in 7 hotel enterprises operating in Ankara. The data were analyzed using statistical analysis techniques and correlation and regression methods were employed for testing the research hypotheses. The findings achieved in this research suggest that there is a positive and significant relationship between leader-member exchange and career satisfaction and a positive and significant relationship between leader-member exchange and innovative work behavior as well as the mediating role of career satisfaction.

### Article Type

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