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AN EXAMINATION OF THE ROLE OF SPIRITUAL LEADERSHIP AND SERVANT LEADERSHIP ON KNOWLEDGE CREATION UNDER THE MEDITATING INFLUENCE OF MINDFULNESS

Ms. Preetha Suresh¹ and Dr. M Ramesh Kumar²

¹E Mail ID: preethas.isme20@gmail.com

²E Mail ID: ramesh@ismc.in

ABSTRACT:

The business environment is in a constant state of flux characterized by increased competition, uncertainty and restructuring to incorporate more effective work models to sustain growth. Organizations are required to leverage employee knowledge and capabilities to ensure sustained competitive advantage. In this process, leaders are required to be the facilitators of knowledge creation and transmission within the organization. Knowledge creation and management is relevant for the workers themselves and for the organizations. In this sense, this paper aims to discuss the role and effectiveness of spiritual and servant leadership in knowledge creation in organizations under the influence of mindfulness. This study also views knowledge creation and management as the dynamic set of activities undertaken by organizations to optimally use the knowledge within the boundaries of the organization. These processes are further linked to complex human involvement and interactions

The relevance of altering leadership dimensions in reaction to paradigm shifts in business processes and workforce management becomes an important study to be undertaken. In this context, the researchers have conducted primary research to explore the relationship between leadership styles and knowledge creation in the organizations. The study looks at both spiritual and service leadership and their influence on knowledge creation strategies in organizations. On the basis of their study the researchers have proposed a model to explore the effectiveness of spiritual and servant leadership styles on knowledge creation at the individual level.

Keywords: Spiritual Leadership, Servant Leadership, Knowledge Creation, Mindfulness.