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Editorial

Leadership Critical Roles on Employees' Job Outcomes and Performance

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Leadership as an organizational context factor is critical in all aspects of business and management. Consequently, it is one of the top-studied titles among all studies in management (Schmidt, 2008). This effect is observable in all organizational levels and direct from top to down and vice versa. In most studies, however, leadership is considered a path from leaders to followers, but it is found that followers also affect leadership (cite). This relation shows that leadership is a dynamic phenomenon that flows in all aspects of organizations, either directly or indirectly. It is dynamically constituted and transformed through social practice (Biehl et al., 2007; Collinson, 2017), affecting employees' performance and well-being forces embedded in overlapped contexts. Also, there is increasingly important to study leadership as a collective process showing leadership importance in work teams, not just at the individual level (Sutherland, 2022).

Considering the role of leaders in organizations, this special issue is designed to provide a particular viewpoint on employee's job outcomes that are related to leadership. This issue aims to help explore the changes in employee behaviors that happen during working in the organizations through leadership actions to reach. Individuals bring differences to work, such as knowledge, unique personalities, values, emotions, and family culture. When new employees

enter organizations, the adaptation to circumstances starts. Therefore, the questions about reforming or affecting are always noticeable.

How does leadership influence employees' features to change or reshape behavioral variables such as self-efficacy to reach job outcomes? How do context and place interact with leadership and employees' traits and behaviors? What are the ethical issues in this dynamic process which have not been studied or considered? How can AI and communication technologies help this process reach more satisfaction, less exhaustion, more engagement, etc.? This Special Issue aims to explore the interactive and dynamic relationships between leadership and employee job outcome formation. To this end, we are interested in receiving papers on the roles of leadership styles and behaviors, either direct or indirect, on the various ways job outcomes achieve. In addition, the differences between leadership behaviors and styles are welcomed, especially in forming the various outcomes.

Contributions must follow one of the three categories (research article/review/conceptual paper) of papers for the journal and address the topic of the Special Issue.

Declarations

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