

ABSTRACT

Robi M Tarliman (00000032665)

“DYNAMIC TRANSFORMATIONAL LEADERSHIP TOWARDS INNOVATION AND PERFORMANCE IN INDONESIAN ASSET MANAGEMENT FIRMS: MEDIATING ROLE OF EMPOWERING LEARNING-BASED COLLABORATION AND DYNAMIC CAPABILITIES”

The Inconsistent result by previous researches on the effects of Transformational Leadership styles on Organizational Innovation and Performance and the business gap of Indonesian asset management firms to survive and thrive the VUCA (Volatility, Uncertainty, Complexity, Ambiguity) situation due to the ongoing pandemic COVID-19 and the Industry 4.0 era. This research aims to construct Empowering Learning-Based Collaboration and Dynamic Transformational Leadership to fill the gap. This research also seeks to investigate the mediating influences - Known as Empowering Learning-based Collaboration and Dynamic Capabilities, on the relationship between Dynamic Transformational Leadership with Organizational Innovation and Organizational Performance. Through the purposive sampling model, 81 Indonesian asset management companies are actively in operation, an active member of AMII (Asosiasi Manajer Investasi Indonesia / Indonesian Fund Manager Association), and registered under OJK (Otoritas Jasa Keuangan / Indonesian Financial Services Authority) with assets under management of minimum IDR 10 billion. The data will be collected through an online questionnaire and 81 asset management companies are valid as samples. This study used Partial Least Squares Structural Equation Modeling (PLS-SEM) techniques and Smart PLS software to process the data. A theoretical contribution will be provided to management science and the human resource body of knowledge, as references for future researches. The concept of Dynamic Transformational Leadership and Empowering Learning-based Collaboration would contribute to the concept of leadership styles, organizational learning, collaboration, and empowerment. The results of this research would be an

additional reference for the business practitioner to learn about enhancing organizational performance and fostering Organizational innovation in a VUCA situation. It would also give an understanding of the effectiveness of dynamic transformational leadership, empowering learning-based collaboration, and dynamic capabilities to achieve its company's innovativeness and performance.

Keywords: Dynamic Transformational Leadership, Empowering Learning-based Collaboration, Performance

