

SABIHA ISCI

Eskisehir Osmangazi University, Turkey

ENGİN KARADAĞ

Eskisehir Osmangazi University, Turkey

DESTRUCTIVE LEADERSHIP, PSYCHOLOGICAL CAPITAL AND ORGANIZATIONAL CITIZENSHIP BEHAVIOR: A STRUCTURAL EQUATION MODELLING**Abstract:**

Examining the history of studies on leadership indicates that most of the them are about understanding the good and effective leadership (Shaw, Erickson & Harvey, 2011). Leadership styles such as transformational, ethical or authentic leadership which have been gained importance lastly, focus on the effects and behaviors of constructive leadership (Schyns & Schilling, 2013). In accordance with the studies conducted on constructive leadership behaviors, it is seen that studies focused on the darker sides of leadership have been raised in the last decade. Although destructive leadership is an attention grabbing issue in all over the world, there is no comprehensive research on destructive leadership in Turkey. This kind of leadership has an important effect on employers from different perspectives. Hence, it is seen that understanding and preventing destructive leadership is also important for organizations and members as much as constructive leadership (Einarsen, Aasland, & Skogstad, 2007).

In this context, the purpose of this study is to test theoretical model that destructive leadership behaviors of primary school principals affect teachers' psychological capital and organizational citizenship behaviors. The study is constructed with causal research design. The research sample is selected through stratified sampling from teachers in Eskişehir. For testing theoretically constructed structural equation models, path analysis is used. Within this model destructive leadership is independent, organizational citizenship behavior is dependent and psychological capital is moderator variable.

Data are collected through Destructive Leadership Questionnaire, Psychological Capital Questionnaire and Organizational Citizenship Behavior Questionnaire. The findings obtained from this study indicate that destructive leadership affect psychological capital and organizational citizenship behavior negatively, on the other hand psychological capital affect organizational citizenship behavior positively.

References

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Keywords:

Destructive leadership, psychological capital, organizational citizenship behavior.

JEL Classification: C30, I29, C20