

IMPACT OF INCLUSIVE LEADERSHIP ON ADAPTIVE  
PERFORMANCE: THE ROLE OF INNOVATIVE WORK BEHAVIOR  
(SPECIAL REFERENCE FOR HOTELS IN KORALAI PATTU  
DIVISION IN BATTICALOA DISTRICT)



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REG NO: EU/IS/2019/MS/076

INDEX NO: MS 2256



FCM2983

Project Report  
Main Library, Eastern University, Sri Lanka

A Project Report submitted to the Faculty of Commerce and Management, Eastern University, Sri Lanka, as a partial fulfillment of the requirement for the Degree of Bachelor of Business Administration (Specialization).

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## ABSTRACT

In today's economic world, no business can afford to be uncompetitive. This situation requires innovation to survive and grow. It is not possible to achieve an innovative organization without performance of employees. Hence, researchers have become increasingly interested in identifying the conditions that influence employee adaptive performance. And also inclusive leadership is the most important factor to overcome competition. This study examined the mediating roles of innovative work behaviour in the effect of inclusive leadership on adaptive performance. In addition to this, the researcher Identify the level of these variables and the relationship between them.

So far lack of research has been carried out in Sri Lanka to investigate the impact of inclusive leadership on adaptive performance of employees. In doing so, a survey is administered among 229 employees in hotels especially, hotels in Koralaipattu Division in Batticaloa of Sri Lanka.

Researcher hypothesized and found that inclusive leadership was positively related to adaptive performance. Inclusive leadership was positively influence innovative work behaviour as well as innovative work behaviour is influential to promote the adaptive of the employees. The study also revealed that innovative work behaviour mediated the relationship between the inclusive leadership and employee adaptive performance. Moreover, this study found that the employees perceive high level of inclusive leadership and innovative work behaviour and have high level of adaptive performance. Further, the findings of this study offer guidance to the organizations looking to be performance within the organization.

*Key words: Inclusive leadership, Innovative work behaviour and Adaptive perfoamnce.*

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