



## **The Role of Leader-Member Exchange and Promotion Focus on Innovative Work Behavior: Mediation Effect of Work Engagement**

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**ABSTRACT** Human resources in organizations play a significant role in the creation and implementation of innovative outputs. The objective of the study is to deepen the understanding that Innovative Work Behavior (IWB) of an employee when predicted by the quality of Leader-Member Exchange (LMX) and the employees' promotion focus and whether the relationship is facilitated by Work Engagement (WE). Applying the Regulatory Focus (RF) and LMX theories the researchers have developed and tested a model involving the relationships between promotion focus, LMX, WE and IWB. This study used the cross-sectional research design and a sample of 603 employees working in the information technology sector from India was analysed by Structural Equation Modeling (SEM). The results confirmed the partial mediation effect of WE between promotion focus and IWB. A full mediation effect of WE between LMX and IWB was also established. The proposed and tested model exhibited a good fit. The findings help in establishing the role of WE in contributing to IWB of employees who are promotion focused and in a LMX relationship. Scope for future research and implications of the results are discussed.