

The Role of Leader Self-Efficacy in Leadership Performance

ABSTRACT: With the dynamic, increasingly competitive business environment organizations presently face, the need to obtain a competitive advantage by leveraging human resources is apparent. While leadership has been extensively researched, the specific criterion for the selection of top performing leaders remains vague. Numerous studies have made the connection between leadership effectiveness and intelligence, but conflict remains regarding the make-up of a successful leader. In this study I propose that cognitive abilities and emotional intelligence competencies predict leadership performance, and that each relationship is moderated by leader self-efficacy. Implications for research and practice are discussed, as well as directions for future research.

KEY WORDS: emotional intelligence, leadership, self-efficacy, cognitive ability