

## **Authentic Leadership and Creativity: Mediating Role of Work-Related Flow and Psychological Capital**

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The present study was designed to determine the direct as well as indirect effects of authentic leadership on the employee creativity; whereas work-related flow and psychological capital were incorporated to explore their mediational effect on the relationship between authentic leadership and employee creativity. The sample ( $N = 277$ ) ranging in ages between 25 to 48 years was taken from different banks and software houses. Measures of Authentic Leadership Questionnaire (Avolio, Gardner, & Walumbwa, 2007), Psychological Capital Questionnaire (Luthans, Avolio, & Avey, 2007), Work-Related Flow Inventory (Bakker, 2008), and Creativity Scale (George & Zhou, 2001) were used for assessment. Results showed that authentic leadership, psychological capital, and work-related flow were significantly positively associated with employee creativity. Similarly, significant positive association subsisted in authentic leadership with psychological capital and work-related flow. Mediational analyses revealed that psychological capital and work-related flow mediates in relationship between authentic leadership and employee creativity.

*Keywords:* Authentic leadership, psychological capital, work related flow, creativity