

# The Moderation Effect of Transformational Leadership between Teacher Innovation and School Effectiveness at Henan Finance University

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## ABSTRACT

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This study aimed to examine transformational leadership in moderating teachers' teaching innovation and school effectiveness. The research involved 336 respondents from a total of 1118 academics from a faculty in private university, Henan. This cross-sectional survey was conducted by using self-constructed questionnaires to measure school effectiveness and teacher innovation, while the Multi-factor Leadership Questionnaire (MLQ) was utilized to measure transformational leadership that comprises of four dimensions a.) idealized influence, b.) inspirational motivation, c.) intellectual stimulation, and d.) individual consideration. The statistical analysis involves descriptive analysis and linear regression analysis were used to describe and determine the effect of transformational leadership on teachers's innovation and school effectiveness. The results show that principal variegated leaders show a significant effects of transformatrional leadership on school effectiveness whereby individualized consideration is 0.111 ( $t=2.685$ ,  $p<0.01$ ); intellectual stimulation is 0.108 ( $t=2.231$ ,  $p<0.05$ ); inspirational motivation is 0.381 ( $t=6.690$ ,  $p<0.01$ ); and idealized influence is 0.241 ( $t=4.007$ ,  $p_0<0.01$ ) respectively. However, only two dimensions of transformational leadership has significant effect on teacher innovation which are inspirational motivation 0.412 ( $t=7.562$ ,  $p<0.01$ ), and idealized influence 0.280 ( $t=4.866$ ,  $p<0.01$ ). Finally, intellectual stimulation and individualized consideration moderate between School effectiveness and Teacher innovation. These findings demonstrate that within a given organizational system, principal is able to exert specific leadership styles that profoundly influence school effectiveness and further enhance teacher innovation.

**Keywords:** Transformational leadership, School effectiveness, Teacher innovation.