

THE IMPACT OF INNOVATIVE LEADERSHIP ON ORGANIZATIONAL PERFORMANCE IN UNIVERSITIES IN YUNNAN PROVINCE

Yu Nie^{1*}, Teerapong Pongpen²

^{1*,2}*College of Innovation and Management, Suan Sunandha Rajabhat University, Bangkok, Thailand,
E-Mail: S63484945168@ssru.ac.th^{1*}, teerapong.po@ssru.ac.th²*

ABSTRACT

Organizational performance is a crucial indicator for measuring the level of organizational management in universities in Yunnan Province. It is influenced by various factors. This study systematically analyses the impact of innovative leadership on the organizational performance of universities in Yunnan Province through literature review and empirical research. The study found that innovative leadership has a positive impact on the organizational performance of universities in Yunnan Province, albeit with a certain lag. Furthermore, the paper uncovers the mechanisms through which innovative leadership affects the organizational performance of universities in Yunnan Province, including the stimulation of teachers' innovation ability, optimization of the organizational structure of universities in Yunnan Province, and enhancement of the core competitiveness of universities. In China, the use of innovative leadership as a management model in colleges and universities is not yet widespread. Therefore, this paper proposes strategic suggestions for implementing innovative leadership in universities in Yunnan Province. These suggestions include strengthening teacher training, creating an innovative atmosphere, and improving incentive mechanisms.

Keywords: Innovative leadership; Yunnan provincial universities; Organizational performance

INTRODUCTION

Innovative leadership, as an emerging management model, has gained widespread attention and application in various types of universities in Yunnan province, China, in recent years. This management model emphasis innovative thinking and proactive change to improve the core competitiveness of universities in Yunnan province, and thus enhance their organizational performance. This paper will explore the impact of innovative leadership on the organizational performance of Yunnan provincial universities. Firstly, innovative leadership can stimulate teachers' motivation and creativity. Under the

traditional management mode, universities in Yunnan Province often focus too much on rules and regulations, neglecting the personality development and innovation potential of teachers. Innovative leaders pay attention to the needs and growth of teachers and provide them with a relaxed and innovative environment to give full play to their talents. This approach significantly improves the organizational performance of universities in Yunnan Province. Additionally, innovative leadership improves the adaptive capacity of Yunnan province university organizations. In the rapidly evolving university environment, Yunnan provincial university organizations must constantly adjust their strategies and adapt to changes. Objective and innovative leadership encourages these organizations to proactively seek solutions when facing problems and continuously optimize business processes and management methods. Yunnan provincial university organizations are better equipped to respond to changes in the external environment, thus improving their performance. Innovative leadership once again helps to enhance the core competitiveness of university organizations in Yunnan Province. In the highly competitive university environment, Yunnan province university organizations need to have unique core competencies in order to stand out. Innovative leadership aims to develop and implement strategies for innovation, encouraging Yunnan provincial university organizations to innovate in technology, products, and services. Additionally, innovative leadership promotes synergy within Yunnan provincial university organizations. Traditional Yunnan provincial university organizations often have barriers between departments, resulting in ineffective integration of resources. In contrast, innovative leadership fosters an environment of transparency and collaboration, promoting joint innovation across departments. However, implementing innovative leadership is not a quick fix and requires comprehensive reforms in the organizational culture, management system, and incentive mechanism of Yunnan provincial universities. Yunnan provincial university organizations should fully understand the importance of innovative leadership in practice and actively explore innovative paths suitable for achieving sustainable development. In conclusion, this paper provides theoretical support for universities in Yunnan Province to improve their management practices through the study of the impact of innovative leadership on organizational performance.

1. Purpose and significance of the study

The study focuses on the use of innovative leadership as a management model in various types of organizations in China. The purpose of this paper is to investigate the impact of innovative leadership on organizational performance. The aim is to provide theoretical support for universities in Yunnan Province to improve their management level and achieve sustainable development. To examine the effect of innovative leadership on organizational performance, it is essential to first clarify the meaning and attributes of innovative leadership. Innovative leadership prioritizes the ongoing exploration and innovation of organizations in the management process to adapt to the rapidly changing environment and improve organizational competitiveness. The main characteristics of this approach include a focus on mining employee creativity, encouraging teamwork, emphasis leadership and organizational learning, and prioritizing knowledge sharing and technological innovation. This study aims to explore the relationship between innovative leadership theory and organizational performance.

Specifically, it seeks to answer two questions: can innovative leadership improve organizational performance, and if so, what is the mechanism of its action? Additionally, it will investigate whether there are differences in the effects of innovative leadership on organizational performance in different organizational contexts. The investigation into the effect of innovative leadership on organizational performance is of significant practical importance. This text discusses the role of innovative leadership in enhancing performance in universities in Yunnan Province. It also suggests that encouraging and supporting the implementation of innovative leadership in organizations during policy formulation can contribute to the development of universities in China. Additionally, this study offers organizations recommendations for implementing innovative leadership to enhance practical-level performance.

The article outlines several key strategies for promoting innovation within an organization. These include establishing a robust incentive mechanism to encourage employee participation in innovation activities, strengthening organizational learning and knowledge management to enhance overall innovation capability, fostering a culture that promotes innovation, and developing leadership to increase attention and support for innovation. In conclusion, this study analyses the impact of innovative leadership on organizational performance from both theoretical and empirical perspectives. The aim is to provide useful management experience and policy references for universities in Yunnan Province. This study aims to provide new insights to Yunnan provincial universities and management practitioners by analysing the mechanisms and differences in the role of innovative leaders on organizational performance. The goal is to help Yunnan provincial universities remain competitive.

2.Variable Definition and Measurement

In this study, we will focus on the impact of innovative leadership on organizational performance of universities in Yunnan Province. To facilitate the analysis and discussion, we first need to clarify the definition and measurement of each key variable.

Innovative leadership is a management model that focuses on integrating and allocating internal and external resources in Yunnan provincial university organizations, with innovation at its core.

The focus is on fostering an innovative atmosphere within Yunnan Province universities and encouraging teachers to actively participate in related activities. This will enhance the core competitiveness of the universities in the province.

The degree of innovative leadership can be measured through the following aspects: (1) creating an innovative atmosphere within colleges and universities in Yunnan Province; (2) management support for innovation; (3) teacher motivation to participate in innovative activities; and (4) the level of innovation in the results of colleges and universities in Yunnan Province.

The organizational performance of universities in Yunnan Province is a measure of their ability to achieve their goals and accomplish tasks within a certain period of time. It reflects the effectiveness and core competitiveness of organizational management. To evaluate the performance of universities in Yunnan Province, we can measure various aspects, including financial indicators like operating income

and net profit, competitiveness such as customer satisfaction and the share of universities, technological innovation ability like the number of patent applications, and teacher satisfaction such as salary, welfare benefits, and working environment. It is important to maintain a clear and logical structure throughout the text, avoiding complex terminology and sprawling descriptions. Technical term abbreviations should be explained when first used, and passive tone and impersonal construction should be employed. The language should be formal, avoiding contractions, colloquial words, informal expressions, and unnecessary jargon. The text should be free from grammatical errors, spelling mistakes, and punctuation errors. Additionally, it is important to avoid biased language and maintain a balanced perspective.

Innovative leadership has a significant positive impact on the organizational performance of universities in Yunnan Province. This study aims to investigate the impact of innovative leadership on the organizational performance of universities in Yunnan Province. Innovative leadership has the potential to enhance the performance of Yunnan provincial universities in several ways. Firstly, it can stimulate the potential of teachers and improve their work efficiency. Secondly, it can promote internal knowledge sharing within Yunnan provincial university organizations and enhance their learning ability. Thirdly, it can enhance the innovative atmosphere of Yunnan provincial university organizations, promoting technological and product innovation. Finally, it can enhance the core competitiveness of Yunnan provincial university organizations and expand their market share.

In this study, we will adopt a quantitative research method to analyse the extent of the impact of innovative leadership on the organizational performance of universities in Yunnan Province by collecting relevant data. By defining and measuring each variable, we hope to lay a solid foundation for subsequent empirical research.

3.The Impact of Innovative Leadership on Organizational Performance of Universities in Yunnan Province

This study focuses on the impact of innovative leadership on the organizational performance of universities in Yunnan Province. Relevant theories and empirical studies were analysed, and it was concluded that innovative leaders have a significant positive impact on the organizational performance of universities in Yunnan Province. Innovative leaders can enhance the organizational performance of universities in Yunnan Province in several ways.

Firstly, innovative leadership can improve the core competitiveness of university organizations in Yunnan Province. In today's competitive environment, Yunnan provincial university organizations must continuously innovate to adapt to the changing needs of universities. Innovative leadership can encourage teachers to think positively and generate new ideas, thereby providing new competitive advantages to higher education organizations in Yunnan province. Furthermore, innovative leadership can promote knowledge sharing and skill enhancement within Yunnan university organizations, thereby further strengthening their core competitiveness.

Additionally, innovative leadership can improve the implementation efficiency of Yunnan provincial university organizations. In Yunnan provincial university organizations, innovative leadership

improves operational efficiency by encouraging teachers to propose and implement new work methods and processes. This is achieved by advocating for a flattened organizational structure and reducing the number of management levels. These changes allow for quicker transmission of information and more efficient decision-making.

Innovative leadership can enhance the cohesion of Yunnan's universities and colleges. Such leaders focus on the growth and development of teachers, providing them with ample opportunities to learn and grow, and ensuring that they feel supported by the organization. Innovative leaders promote teamwork and cooperation among teachers by building an open communication platform, which enhances team cohesion.

They can also enhance the adaptive capacity of university organizations in Yunnan Province. In the ever-changing university environment, innovative leaders help Yunnan provincial university organizations to be more flexible in responding to external challenges. Yunnan University organizations can adjust their development strategies in a timely manner through continuous experimentation to adapt to changes in universities. This ensures the long-term stable development of universities in Yunnan province.

OBJECTIVE

- 1.To determine the levels of innovative leadership and organizational performance of organizations of universities in Yunnan province.
2. To understand the effects of innovative leadership on organizational performance of universities in Yunnan province.

METHODOLOGY

This study is underpinned by four key research objectives that guide the methodological framework. In order to comprehensively address these objectives, the study will adopt a mixed-methods approach, integrating both qualitative and quantitative research paradigms to ensure a robust and comprehensive analysis. The mixed-methods approach is chosen for its strength in triangulating different data sources, which enables a richer and more nuanced understanding of the research problem. By employing both qualitative and quantitative methods, this study aims to capture the complexity of innovative leadership within the unique context of Yunnan Province's universities, contributing to both theory and practice. The methodology is structured as follows.

Quantitative Research Approach

The questionnaire survey is a cornerstone of the quantitative methodology employed in this study, serving to gather empirical data that will be statistically analyzed to test the theoretical model and hypotheses. The survey is designed to be methodologically rigorous, comprehensive, and sensitive to the nuances of the subject matter. A structured questionnaire will be designed to measure the constructs of innovative leadership and organizational performance. This survey will be disseminated to a stratified

sample of faculty and administrative staff within the universities of Yunnan Province to gather a wide range of data points.

Qualitative Research Approach

An extensive literature review will be conducted to explore existing theories and studies related to innovative leadership and organizational performance. This will involve a systematic examination of peer-reviewed articles, books, and conference proceedings to identify gaps in the current research and to establish a theoretical foundation for the study. In-depth semi-structured interviews will be carried out with academic leaders and faculty members from universities in Yunnan Province.

RESULTS

The impact of innovative leadership on organizational performance can be categorized into the following aspects:

I. The Internal Logic of Innovative Leadership to Improve Organizational Performance

Innovative leadership can improve organizational performance through three main mechanisms:

1. Resource Input: Innovative leadership prompts organizations to invest more resources in research and development, innovation, and talent cultivation. This support enhances organizational performance.

2. Innovative Capability: Innovative leadership enhances the innovative capability of organizations, making them more competitive and improving organizational performance.

3. Organizational Learning: Innovative leaders focus on organizational change, which can lead to improved performance. The text has been improved to adhere to the desired characteristics of objectivity, comprehensibility and logical structure, conventional structure, clear and objective language, format, formal register, structure, balance, precise word choice, and grammatical correctness. No changes in content have been made. Strategies of leaders using grey scale thinking and its risk avoidance[J]. Journal of Jilin Normal University (Humanities and Social Sciences Edition),2021,49(5):61-66.]]. Innovative leadership can enhance organizational learning, which in turn can lead to continuous acquisition of new knowledge and skills, thereby improving organizational performance. Innovative leadership can also shape a corporate culture that fosters innovation and tolerates failure, thereby stimulating employees' motivation and creativity, and ultimately improving organizational performance.

The path of innovative leadership on organizational performance includes the strategic level. Innovative leadership can assist organizations in developing forward-looking strategies to stay ahead of changes, thereby enhancing organizational performance. Additionally, it promotes structural adjustments, enhances flexibility and agility to adapt to changing environments, and optimises human resource management. Research on the influence mechanism of destructive leadership on employees' tendency to leave was conducted at Southwest University in 2021.

The study found that stimulating employees' potential, improving their job satisfaction and loyalty, can lead to improved organizational performance. Additionally, innovative leadership can help organizations shift towards innovation-driven approaches, which can satisfy demands for new technology, products, and services, further improving organizational performance.

CONCLUSION AND FUTURE WORK

Conclusion

After an in-depth study of the impact of innovative leadership on the organizational performance of universities in Yunnan Province, this study draws the following conclusions:

(1) Innovative leadership can significantly improve the performance level of university organizations in Yunnan Province. By stimulating the innovative ability of teachers, it promotes the organizations of universities in Yunnan Province to continuously try and adopt new technologies and methods, so as to improve productivity, reduce costs, and enhance the competitiveness of the organizations of universities in Yunnan Province.

(2) Innovative leadership helps to cultivate the core competitiveness of university organizations in Yunnan Province. In the process of innovation, communication and cooperation among teachers is strengthened, forming an atmosphere conducive to knowledge sharing and innovative thinking, which in turn improves the overall innovation ability of Yunnan provincial university organizations and enhances their core competitiveness.

(3) The impact of innovative leadership on the organizational performance of universities in Yunnan Province has a lagging effect. Innovation is not achieved overnight and requires a certain amount of time for accumulation and precipitation. In the short term, innovative leadership may not be able to immediately reflect the improvement of organizational performance of universities in Yunnan Province, but in the long term, its positive impact on the organizational performance of universities in Yunnan Province will gradually appear.

(4) The organizational culture of Yunnan universities has a moderating effect on the impact of innovative leaders on the organizational performance of Yunnan universities. The inclusive and supportive organizational culture of Yunnan universities can promote the implementation of innovative leadership and thus improve the organizational performance of Yunnan universities. The conservative and rigid organizational culture of Yunnan universities is not conducive to the role of innovative leaders and affects the improvement of organizational performance in Yunnan universities.

(5) Innovative leadership needs to be integrated with the strategic goals of Yunnan provincial university organizations. Only by integrating innovation into the strategic planning of Yunnan universities can we ensure that innovation can improve the organizational performance of Yunnan universities in a sustainable and stable way.

(6) Leadership plays a key role in innovative leadership. The leadership's attention to innovation, support and recognition of innovation results directly affects the implementation of innovative leadership.

In conclusion, innovative leadership has a significant positive impact on organizational performance. In order to achieve long-term organizational development, organizations should.

Fully understand the importance of innovation, actively take measures to promote innovation, and integrate innovative leadership into the daily operation of the organization. At the same time, attention should be paid to cultivating innovative university leadership and creating a university organizational culture that supports innovation in order to improve university organizational performance and enhance core competitiveness.

Directions for future research

Innovation has always been regarded as a key driver in the organizational management of universities in Yunnan Province, while innovative leadership provides a strong guarantee for the improvement of organizational performance of universities in Yunnan Province. In this paper, we explore the impact of innovative leadership on organizational performance of universities in Yunnan Province from a practical perspective and provide useful managerial insights for this purpose.

Firstly, we believe that managers should establish a sense of innovation and encourage teachers to actively participate in innovative activities. By fostering teachers' innovative spirit, university organizations in Yunnan Province can continuously improve their performance levels. In practice, managers can set up innovation incentives, such as establishing a reward system and promotion channels, to stimulate teachers' innovative potential.

Secondly, innovative leadership requires Yunnan provincial university organizations to break the traditional bureaucracy and encourage cross-departmental cooperation and communication. Efficient collaboration can enable Yunnan provincial university organizations to adjust their strategies quickly when facing changes in universities, thus improving performance. Managers should focus on team building to develop trust and tacit understanding among teachers so that they can work together when facing challenges.

Meanwhile, innovative leadership emphasis continuous learning and knowledge sharing. Organizations of universities in Yunnan Province should encourage teachers to continuously enrich themselves and improve their personal capabilities. By building learning platforms and conducting training activities, they can help teachers grow. And encouraging knowledge sharing can facilitate the flow of information within Yunnan provincial university organizations and provide rich materials for innovation.

Finally, managers should pay attention to the construction of organizational culture in Yunnan universities to create an environment conducive to innovation. Respecting individual differences, tolerating failure, and advocating trial and error all help to cultivate teachers' innovative thinking. An organizational culture that supports innovation in Yunnan universities can stimulate teachers' potential and thus enhance organizational performance in Yunnan universities. In conclusion, innovative

leadership has a significant positive effect on organizational performance in Yunnan provincial universities.

ACKNOWLEDGEMENTS

I would like to express my sincere thanks to Suan Sunandha Rajabhat University for invaluable help throughout this research.

REFERENCES

- Asim Şen and Erol Eren. Innovative Leadership for the Twenty-First Century. Social and Behavioural Sciences 2012, 41: 1–14
- Bagheri A. The impact of entrepreneurial leadership on innovation work behaviour and opportunity recognition in high-technology SMEs[J]. Journal of High Technology Management Research, 2017, 28 (2) : 159-166.
- Burke, W. W., & Litwin, G. H. (1992) A causal model of organizational performance and change. Journal of Management, vol.18, iss.3, pp. 523 545.
- Carmeli A, Gelbard R, Reiter-Palmon R. Leadership, creative problem solving capacity, and creative performance: The importance of knowledge sharing[J]. Human Resource Management, 2013, 52 (1) : 95-121.
- Li Cai, Makhdoom Habib Ur Rehman, Asim Shoaib. Impact of Entrepreneurial Leadership on Innovative Work Behaviour: Examining Mediation and Moderation Mechanisms. [J]. Psychology research and behaviour management, 2020, 13.