

Leader-Member Exchange in Different Organizational Cultures and Effects to Organizational Burnout

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Abstract

The purpose of this study is to examine the effect of leader-member exchange to burnout syndrome in different organizational cultures. Sample of the study is constituted by 183 participants who work in life insurance companies which represent organic organizational culture and non-life insurance companies which represent mechanical organizational culture. As a result of regression and correlation analysis, it is determined that leader-member exchange in organic organizational culture affects organizational culture negatively and in higher level compared to mechanical organizational cultures.

Keywords: Leader member exchange, organizational burnout and culture.