

Leader's Vertical-Relational Identity and Subordinate Prosocial Behavior: The Moderating Effects of Power Distance

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Leader's vertical relational identity was classified into expressive and instrumental identity in this study. We explored the effects of supervisor's vertical relational identity upon subordinate's prosocial organizational behavior (POB) toward leader, coworker and organization; and further probed into the moderating effect of subordinates' power distance on the relationship between leader's vertical relational identity and prosocial organizational behavior. Results from a sample of 795 leader-subordinate dyads showed that (1) expressive relational identity was positively related to all the prosocial organizational behaviors; (2) instrumental relational identity was negatively related to subordinate's POB-leader and POB-coworker, but not to POB-organization; (3) subordinate's power distance had significant moderating effects on the relationships between the leader's vertical relational identity and POB. The implications, limitations and possible directions for future research were also indicated.

Keywords: *expressive identity, instrumental identity, leader's vertical relational identity, power distance, prosocial organizational behavior*

