

Leader Influence Behavior, Follower ILTs, and Follower Commitment:  
A Multilevel Field Investigation

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Dissertation submitted to the faculty of Virginia Polytechnic Institute and State  
University in partial fulfillment of the requirements for the degree of

Doctor of Philosophy  
In  
Psychology

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April 4, 2008  
Blacksburg, VA

Key words: Leadership, influence, implicit leadership theories, commitment, multilevel  
modeling, aggregation

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### Abstract

Surveys and a brief-interval longitudinal design were employed to investigate the relationships between selected proactive leader influence behaviors (PLIBs) and followers' commitment to their leaders. Selected elements of followers' implicit leadership theories (ILTs) were expected to moderate the PLIBs – commitment relationships. Hypotheses were generated and tested in order to determine the extent to which (1) PLIBs constituted group-level phenomena and (2) PLIBs and ILTs were related to follower commitment. Empirical evidence did not support treating PLIBs as group-level variables. While PLIBs were related to commitment, hypotheses specifying ILT dimensions as moderators of the PLIB – commitment relationships were not supported.

## Acknowledgements

First and foremost, I would like to thank my advisor, Roseanne Foti. I appreciate her guidance and support as well as her willingness to allow me to make my own decisions. She challenged me to approach research with a probing and critical mind. I have undoubtedly grown as a researcher and a practitioner as a result of her guidance.

Second, I would like to thank my committee members for their input, ideas, and suggestions. Without question, the study was greatly improved as a result of their participation. I was particularly fortunate to have a committee comprised of researchers from diverse fields who brought diverse perspectives to the table. The dissertation went through quite the metamorphosis from the proposal stage to the defense stage – and is the better for it.

Third, I would like to thank my family and friends. The path to doctoral completion was a circuitous one for me and I appreciate their constant encouragement. My wife, Lindsay, deserves special recognition for her patience, support, and steadfast belief in me.

Finally, I would like to thank my brother, James LeBreton. As a brilliant I/O psychologist and a sibling, he was obligated to endure endless dissertation-based questions from me. I was fortunate to benefit from his professional expertise and his brotherly support and advice.

## Dedication

My dissertation proposal meeting occurred on the morning of April 16, 2007 – during the tragic shootings on our campus. Nearly a year later, my defense meeting took place in the same room in Williams Hall. Over the course of those twelve months, I came to appreciate the institution of Virginia Tech and *all* members of the Virginia Tech community more than I ever thought possible. I would like to dedicate this dissertation to Hokies everywhere.

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