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Is self-leadership the new silver bullet of leadership? An empirical test of the relationship between self-leadership and organizational commitment**

Self-leadership is theoretically assumed to be the key management approach in modern knowledge work because it strengthens the employees' commitment. This study examines the relationship between self-leadership and affective organizational commitment empirically. An underlying assumption in the self-leadership research, that employees are guided and committed by internal work ideals, is tested, and self-leadership is compared to motivational factors in traditional management theories. The results show that self-leadership positively affects organizational commitment, while the internal work ideals overall do not seem to have the expected effect. However, the effect of self-leadership on commitment disappears when the relationship is controlled for traditional motivational factors. The theoretical and practical implications of these results are discussed, and foci for future research are suggested.

Key words: self-leadership, organizational commitment, professional identity, knowledge work (JEL: D20, D23, J29, L20, L29, L30, M54)

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