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The Role of Shared Leadership in Promoting Innovative Work Behavior and Mitigating Knowledge Sabotage: Evidence from the Banking Sector

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KEYWORDS	ABSTRACT
Leadership, Innovative Work Behavior, Mitigating Knowledge Sabotage, Banking Sector,	There has not been much empirical research done on the connection between shared leadership, innovative work Behavior and knowledge sabotage. This study addresses this knowledge gap by focusing on the banking sector in Sargodha. This study uses knowledge sabotage as a mediating variable to investigate the relationship between shared leadership and innovative work behavior. A quantitative, cross-sectional study design was paired with a positivist research technique. A quantitative, cross-sectional study design was paired with a positivist research approach. 287 workers from different Sargodha banks were chosen through purposeful selection, and in order to gather primary data, they were asked to fill out standardized questionnaires. SPSS and SMART PLS were used in the study to analyze the data. The proposed mediation and moderation effects were tested using regression analysis and Hayes' PROCESS (Model 4). The results show that Innovative Work Behavior is significantly impacted by Shared Leadership. This study advances our knowledge of the dynamics of leadership in the banking industry and provides practical guidance for creating leadership strategies that reduce harmful knowledge practices and promote employee creativity.
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