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Transformational Leadership, High-Performance Work System ...

to employees, who interpret and respond to it (Nishii, Lepak, & Schneider, 2008). Ironically, strategic HR scholarship looks at HPWSs but tends to neglect the role of man-agers and leaders (Chadwick et al., 2015), while strategy research highlights the role of managers (Helfat et al., 2007; Sirmon, Hitt, Ireland, & Gilbert, 2011) but also remains