SELF-LEADERSHIP AND SOCIALISATION: PROACTIVE BEHAVIOUR AS A MEDIATOR

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The traditional approach in socialisation emphasises the role of the organisation in newcomers socialisation. However, the active role of newcomers in their socialisation process is currently overmuch appreciated. This study explores newcomers as active participants within their socialisation. This study explores the active role of newcomers in the role transition process through the influence of self-leadership on proactive behaviour and, subsequently, organisational socialisation. Data were collected from 98 newcomers who have less than one year of experience working in garment sector organisations in the Northern part of Sri Lanka. This study postulates the relationship between self-leadership and socialisation through proactive behaviour. The three primary constructs of the current study: self-leadership, proactive behaviour, and socialisation have been treated as second-order constructs. Partial least square structural equation modelling (PLS_SEM) was employed to analyse the data. The study results indicated that newcomer's proactive behaviour partially mediates the relationship between self-leadership and newcomers' socialisation. This study suggests that organisational stakeholders should take the necessary step to enhance newcomers' self-leadership abilities, which reduce the organisation's burden during newcomers' socialisation. This study deepens the understanding of newcomers' active role in their socialisation by investigating the direct effect of self-leadership and the mediating effect of newcomers' proactive behaviour.

Keywords: *Newcomers; Transition; Socialization; Proactivity; Self-leadership*