

عنوان مقاله:

Effect of Personality Characteristics' Dimensions on Ethical Leadership

محل انتشار:

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خلاصه مقاله:

Background: Each of ethical dimensions of leadership which influence employee behavior and organizational trends has a unique importance. Hence, in this research, we aim at studying the characteristics of leaders as potential predictors of an ethical leader's behavior. Method: The present study was descriptive and a correlational one. The total statistical population of this research was ۶۶۰ managers of industrial centers and production centers of industrial towns in Hamadan, of which, using simple random sampling based on the Morgan table, the sample size of ۲۴۸ people were selected. For collecting data, two standard questionnaires of personality traits and ethical leadership were used. And the proposed model was analyzed using structural equation modeling with Smart PLS ۲ software. Results: The results of the research showed that the relationships between conscientiousness and agreeableness variables with ethical leadership were meaningful and positive. And the relationship between neuroticism and ethical leadership is significant, but this is a negative one. And the relationship between extraversion and openness with ethical leadership is not meaningful. Also, the results of structural equation modeling indicated that using conscientiousness, agreeableness, and neuroticism, ۶۷%, ۴۵%, and -۴۷% of ethical leadership can be predicted, respectively. Conclusion: Based on the findings of the present study, by identifying and determining practical measures related to those personality characteristics of the leader which are in tandem with the ethical behavior of the leaders, it is possible to identify and select the potential ethical leaders to improve the performance of the organizations. Organizations can also choose leaders who are more likely to behave fairly, share power, and clarify roles based on employee personality abilities. The selection and development of managers who have ethical behavior is very important, because ethical misconduct can be costly and damaging to the reputation of leaders and organizations.

کلمات کلیدی:

Ethical leadership, conscientiousness, psychosis, extroversion, openness, consensus

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