

Arsht Research on Ethics and Community Grant

Ethical Leadership and the Role of Job Gratitude

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Abstract

Empirical testing of the philosophy behind ethical leadership is in a nascent trend. This literature has begun to attempt to identify important employee behaviors and outcomes as a result of ethical leadership. However, there is a significant need for development upon previous studies of ethical leadership and the exploration of additional variables that relate to ethical leadership. Our project will examine the relationship between Job Gratitude, a new concept introduced to the Organizational Behavior literature, and Ethical Leadership. We attempt to delineate the role ethical leaders have in the relationship between Job Gratitude and related behavioral outcomes. This study will be examined in a change context with an array of employees from diverse industries and positions experiencing different types of change. Little empirical research has attempted to study Ethical Leadership amidst organizational change therefore this will serve as another contribution to the ethical leadership literature.

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