

‘The Individual Antecedents of Ethical Leadership’¹

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Author (s)

ManishSinghal

XLRI – Xavier School of Management,
Jamshedpur 831001, India

manishs@xlri.ac.in

ApurvaSanaria, FPM Student

XLRI – Xavier School of Management,
Jamshedpur 831001, India

apurvasanaria@gmail.com

E.S.Srinivas

XLRI – Xavier School of Management,
Jamshedpur 831001, India

srinivas@xlri.ac.in

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Abstract

We examined the individual antecedents of ethical leadership including prosocial identity, core self-evaluation, and big five personality dimensions (i.e., conscientiousness, agreeableness, extraversion, neuroticism, and openness), based on survey responses from 408 employees and their 179 bosses. Findings indicate that ethical leadership has positive relation with prosocial identity, core self-evaluation, conscientiousness, and agreeableness, negative relationship with neuroticism, and no significant relationship with extraversion, and openness. Implications for practitioners include better recruitment as well as improved talent management through better leader identification. Possibilities for future research are also suggested.

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