The Effect of the Ethical Leadership on Perceived Organizational Justice and Organizational Identification of the Employees: The Case of Tourism Businesses

*Şükran ÖKTEM[a]

[a] Baskent University, Kazan Vocational School, Atatürk Mah. İstiklal Caddesi, No:27, Kazan, Ankara, Turkey

Abstract

In this study, the effect of the ethical leadership on perceived organizational justice and identification has been researched with a case study. The researches' views have been examined by performing a literature review. The study has been realized with the individuals working in the tourism businesses in Ankara (Turkey). The questionnaire has been applied with the face to face interviews. The hypotheses have been evaluated by looking at the interactions of the ethical leadership with the organizational justice and the organizational identification separately from the data. Regression models for organizational justice and organizational identification have been founded on ethical leadership and ethical leadership change according to gender has been checked by t-test. When previous analysis merged, it was determined that there was no difference between genders on ethical leadership affecting organizational justice and organizational identification

*Corresponding Author

gonga2311@gmail.com (Ş. Öktem)