The Relationship among Ethical Leadership and Organizational Citizenship Behavior: a study of private primary and high school teachers in Bosnia and Herzegovina

Authors

Hatice Şenyurt, Muhammet Said Dinc

ABSTRACT

As a recent modern concept, ethical leadership inspires researchers in many ways. Relations between ethical leadership and organizational citizenship behaviors, though a new field of study, is a big mine that requires some digging. The so-called extra-role or pro-social actions of employees is called the organizational citizenship behavior meaning that whatever extra job they do than what they are supposed to do is within Organizational Citizenship Behavior. Namely, how the school teacher's perception of

his/her superior's ethical behavior influences the organizational citizenship behavior has evoked curiosity in the developing country context. This study tries to examine the effects of the ethical leadership on Organizational Citizenship Behavior of private primary and high school teachers in Bosnia and Herzegovina which is a developing and transitional country. Data collected from 80 teachers. The relationship among multiple variables is evaluated on the basis of factor analysis, reliability, descriptive statistics, correlations, and linear regression. The study showed a positive and strong influence of ethical leadership on teachers' organizational citizenship behavior in private primary and high schools.