

# The relationship between ethical leadership and core job characteristics

[Business](#), [Human Resources](#)



What are some of the problems in that area that might be informed by formal research?

There are numerous formal studies on ethical leadership and how it affects employees in non-profit organizations in America. The information is given informal studies also shows the many problems that affect organizations with ethical leaders. One of the problems reported informal research is that when it comes to formulating ethical policies, it is a complex process. An ethical leader has to ensure that the employees in these organizations have clear policies documented clearly. The other problem is that an organization's cultural environment can be challenging when it comes to ethical leadership. For examples, employees who notice serious problems might be afraid to report ethical wrongs for fear of being noted as whistleblowers. Managers in such organizations need to be effective ethical leaders who can communicate well to employees to boost their willingness to speak up (Piccolo et al., 2010). Rousseau (2006) also notes this problem on page 261, when she argues that supervisors, who make too much use of their threats and punishment as a behavioral modification tool, do not make better leaders. Practicing ethical leadership requires consistency and being consistent with ethical rules. This is the other problem for most managers. Ethical leadership serves as an example to employees because it shows their leaders stand by the set organizational values (Piccolo et al., 2010). According to Rousseau, it is only when managers gain an understanding of the principles that govern an organization, that they are able to repeat it over time and act as an example for their employees (2006, p. 261).

Within the problem areas that you listed above, what are some of the

questions about which you think practitioners have conflicting ideas?

Summarize those ideas.

In the problems presented above, practitioners are likely to have questions about them because they might have conflicting ideas. One of the questions that may arise would be: how can organizations formulate ethical policies? This question may give conflicting answers to different practitioners. How can managers promote consistency as ethical leaders? This is the other question. To promote consistency in managers, some may argue that managers need to illustrate a good example by following all rules. Others may argue that the consistency of a manager's ethical standards is only possible when he or she following certain set rules while avoiding others.