

Project title

The impact of ethical leadership on employee motivation:
a case study in the National Center for Meteorology, Jeddah in the Kingdom of Saudi
Arabia

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عنوان المشروع

أثر القيادة الأخلاقية على تحفيز الموظفين:

"دراسة حالة في المركز الوطني للأرصاد الجوية بجدة في المملكة العربية السعودية"

أسم الطالب

تركي عطيه الحربي

مشروع تخرج- 1

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1. Introduction

According to Chowdhury, (2008) Motivation is a process of arousing and sustaining goal-directed behavior. Motivation is an internal process that makes a person move toward a goal Seth, 2003, cited in Ibrahim & Brobbey, 2015). Bright 2000 (cited in Ibrahim & Brobbey, 2015) defined motivation in the context of a business and indicated that motivation can be said to be about “the will to work”.

Motivating employees is super important for companies because they need people, money, and energy to reach their goals. When employees are motivated, they're more likely to put in their best effort, which helps the company make the most of its resources and reach its goals (Shahzadi et al., 2014).

So, organizations need to focus on motivating their employees. This means encouraging them to use their skills and talents effectively. When employees feel motivated, they work better and get more done. This leads to higher productivity, less spending, and a more efficient company overall. So, by keeping employees motivated, organizations can achieve better results and success. (Ibrahim & Brobbey, 2015).

In today's competitive business world, having motivated and loyal employees is essential for success. Companies need workers who are not only committed to their jobs and motivated but also willing to go above and beyond to support the organization. Unfortunately, unethical behavior such as fraud and corruption remain a prevalent issue across companies of all sizes and sectors, necessitating concerted efforts to address these problems. Ethical leadership emerges as a key factor in preventing such misconduct and ensuring that employees act with integrity (Danish et al., 2020).

Ethical leadership is “defined as the demonstration of normatively appropriate conduct through personal actions and interpersonal relationships, and the promotion of such conduct to followers through two-way communication, reinforcement, and decision-making” (Brown et al., 2005)

New studies indicate that ethical leaders possess key qualities such as honesty, empathy, and a commitment to principles. They demonstrate fairness in their decision-making processes, ensuring that all perspectives are considered. Moreover, these leaders actively engage with their followers on ethical matters, establishing clear standards and employing both rewards and consequences to uphold them. Importantly, ethical leaders not only articulate ethical principles but also embody them in their actions, serving as positive examples for others to emulate. (Brown & Treviño, 2006).

Many businesses are now examining their strategies and how they can integrate ethical leadership practices. Ethical leadership involves making morally sound decisions and fostering a positive impact on employees' attitudes and interactions. By promoting a culture of ethics and integrity, ethical leaders contribute to organizational efficiency and profitability (Alshammari et al., 2015).

People are talking a lot about ethical leadership in companies these days. This is because there have been some big cases where companies did things that weren't right. These cases have made everyone realize how important it is for leaders to do the right thing in their companies. Now, leaders are expected to take more responsibility for making sure their companies act ethically. This means that ethical leadership has become a really big deal, and everyone is thinking about how leaders can make sure their companies do the right thing (Huang & Paterson, 2017).

The main focus of this research is to understand how ethical leadership influences employee motivation in workplaces. By studying how ethical leadership connects to employee motivation, we aim to learn more about leadership and how employees engage at work. This knowledge is important for organizations looking to create positive and productive work environments where employees feel motivated to do their best. Recognizing the impact of ethical leadership on employee motivation helps organizations build cultures where employees are inspired and encouraged to contribute effectively to achieving organizational goals.

2. Research Problem:

The research problem addressed in this study is to examine the impact of ethical leadership on employees' motivation. While previous research has explored the relationship between leadership and employee motivation, there is a theoretical and empirical gap regarding the specific influence of ethical leadership on employee motivation.

2.1 Theoretical Gap:

The existing literature on leadership and employee motivation has primarily focused on general leadership styles and behaviors without investigating the distinct effects of ethical leadership. Ethical leadership, characterized by leaders' demonstration of integrity, fairness, and ethical decision-making, represents a unique leadership approach that has the potential to significantly impact employee motivation. However, there is a theoretical gap in understanding the specific mechanisms and factors through which ethical leadership practices influence employee motivation. This research aims to address this gap by exploring the direct and indirect effects of ethical leadership on employee motivation.

2.2 Empirical Gap:

While some studies have explored the relationship between ethical leadership and various employee outcomes, there is an empirical gap concerning the specific impact of ethical leadership on employee motivation. Limited research has directly examined the influence of ethical leadership practices on employee motivation, such as job satisfaction, engagement, and performance. By investigating this empirical gap, this research aims to contribute to the existing literature by providing empirical evidence on the link between ethical leadership and employee motivation.

By addressing both the theoretical and empirical gaps, this study seeks to enhance the understanding of the relationship between ethical leadership and employee motivation. By identifying the specific mechanisms and factors through which ethical leadership influences employee motivation, organizations can develop effective leadership strategies that foster a motivated and engaged workforce. Additionally, this research can provide valuable insights for practitioners and policymakers in promoting ethical leadership practices and enhancing employee motivation in various organizational contexts.

Overall, the research problem addressed in this study is to investigate the impact of ethical leadership on employees' motivation, addressing the theoretical and empirical gaps in the existing literature. By exploring the unique influence of ethical leadership on employee motivation, this research aims to contribute to the field of leadership and provide practical implications for organizations striving to cultivate a positive work environment and enhance employee motivation. Therefore, the central question guiding this study is:

"What is the impact of ethical leadership on employee motivation?"

3. Research Significant

The significance of this research lies in its contribution to both theoretical and empirical aspects of the study of ethical leadership and employee motivation.

3.1 Theoretical Significance:

Theoretically, this research will contribute to the existing body of knowledge on leadership by specifically examining the impact of ethical leadership on employee motivation. By focusing on ethical leadership as a distinct leadership approach, this study will enhance our understanding of the underlying mechanisms and factors that influence employee motivation. The findings will expand and refine existing theories and models of leadership and provide insights into the unique contributions of ethical leadership in enhancing employee motivation.

3.2 Empirical Significance:

Empirically, this research will fill a gap in the literature by providing empirical evidence of the impact of ethical leadership on employee motivation. By conducting a rigorous investigation, this study will generate empirical data that can be used to support or challenge existing theories and hypotheses. The findings will contribute to the growing body of empirical research on ethical leadership and employee motivation, providing valuable insights for researchers, practitioners, and organizations.

Furthermore, the research findings will be valuable for policymakers and organizational stakeholders interested in promoting ethical conduct and responsible leadership. This study can inform the development of guidelines and frameworks for ethical leadership practices, contributing to the broader goal of fostering ethical organizational cultures and responsible business practices.

In summary, this research holds both theoretical and empirical significance. Theoretically, it contributes to the existing body of knowledge by deepening our understanding of the relationship between ethical leadership and employee motivation. Empirically, it fills a gap in the literature by providing empirical evidence on the impact of ethical leadership on employee motivation. The practical implications of this study are also significant, as it provides guidance for leaders and organizations to promote ethical leadership behaviors and enhance employee motivation, ultimately leading to improved organizational outcomes

4. References

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