

Ethical Leadership and Employee Creative Behaviour: A Case Study of a State-Owned Enterprise in South Africa

Authors : Krishna Kistan Govender, Alex Masianoga

Abstract : The aim of this explanatory study was to critically understand how ethical leadership impacts employee creative behaviour, as well as the creative behaviour dimensions, in a South African transport and logistics SOE. A quantitative study was conducted using a pre-developed questionnaire, and data for 160 middle and executive managers was analysed through structural equation modelling and multiple regression techniques conducted with the Smart PLS statistical software. All five hypothesized relationships were supported, and it was confirmed that ethical leadership has a significant positive influence on employee creative behaviour, as well as on each of the creative behaviour dimensions, namely: idea exploration, idea generation, idea championing, and idea implementation.

Keywords : ethical leaders, employee creative behaviour, state-owned enterprises, South Africa

Conference Title : ICBEMS 2022 : International Conference on Business, Economics and Management Sciences

Conference Location : Bangkok, Thailand

Conference Dates : December 20-21, 2022