

## Employee Perception of Corporate Social Responsibility and Its Impact on Organizational Performance: Evidence from the UAE

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**Abstract :** The purpose of this study is to examine the role played by ethical climate and CSR on organizational performance in public sector organizations. In particular, the research will shed light on the link between formalized ethical procedures and employee responses including corporate social responsibility, and organizational performance among public sector employees. Data was collected from 425 employees working in public sector organizations in Abu Dhabi, the capital of United Arab Emirates. Structural Equation Modeling will be used to test the proposed hypotheses. The paper contributes to the literature by being one of the first to study CSR and ethical climate within a Middle Eastern context, and will offer important implications for theory and practice.

**Keywords :** corporate social responsibility, ethical climate, organizational performance, United Arab Emirates

**Conference Title :** ICSEBS 2016 : International Conference on Social, Economic and Business Sciences

**Conference Location :** Rome, Italy

**Conference Dates :** September 15-16, 2016