

Ethical Leadership and Individual Creativity: The Mediating Role of Psychological Safety

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Abstract : This study examines the relationship between ethical leadership and individual creativity and focused on mediating effects of psychological safety. In order to clarify the mechanism of ethical leadership, psychological safety of the members was set as a mediator. Using data gathered from a sample of 150 employees. For data analysis, exploratory factor analysis, correlation analysis, hierarchical regression analysis and Sobel-Test were performed. The results showed that ethical leadership had a positive effect on psychological safety and individual creativity, and psychological safety had a positive mediating effect. Since the mediating effect of psychological safety has been confirmed, we need to find ways to improve the psychological safety of the members in terms of organizational management. Psychological safety has a positive effect on individual creativity, which can have a positive impact on innovation throughout the organization.

Keywords : ethical leadership, creativity, psychological safety, ethics management, innovative behaviors

Conference Title : ICDSIM 2018 : International Conference on Decision Sciences and Innovation Management

Conference Location : London, United Kingdom

Conference Dates : January 18-19, 2018