

## A STUDY OF ATTRIBUTES OF ETHICAL LEADERS & KNOW MORE ABOUT ETHICAL LEADERSHIP

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### Abstract:

Ethical leadership is a kind of leadership quality one leader possesses by which he or she ethically acts and sets standards, gives opportunity for followers to work in collaboration with him or her. Ethical leaders are formed, evolved in all the fields. All ethical leaders more or less have common qualities in them through which they lead the system. Loyalty, honesty, transparency, Openness, Tolerance is some of the common features often shown and exhibited by ethical leaders in their journey of leadership. Researchers /Authors in this study have tried to study the awareness of attributes of ethical leaders from graduates and post graduate teacher. In this paper, researcher will also be highlighting in this paper various characteristics of ethical leaders and much more details about ethical leadership.

**Key Words:** *Ethical Leadership, Ethical Leader, Attributes, Teacher Trainees*

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### Introduction:

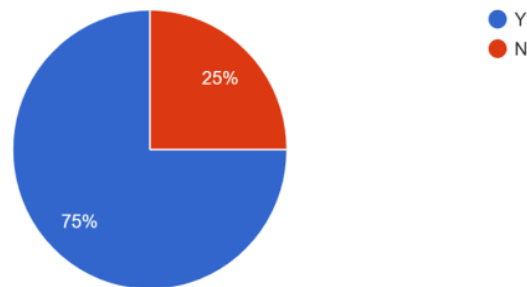
Ethical leadership is leadership directed by respect for ethical beliefs and values for dignity and rights of others. Ethical leadership means one who follows strict moral principles. In short, strict moral principles guide the leader to follow, plan, act, guide and handle situations. Ethical decision making, also is equally important, as part of ethical leadership.

A small study was carried by researcher /author to study the attitude of B Ed pursuant - prospective teachers about the attributes of ethical leaders. Researcher performed a small study on small sample size of 56 respondents (pre-service/prospective general education, special education and physical education). A check list was prepared to study the attributes. Snow ball sampling was followed to gather the data. Simple statistics was applied to do the analysis of the study and pie charts were drawn as part of data analysis.

### Data Analysis and findings of the study:

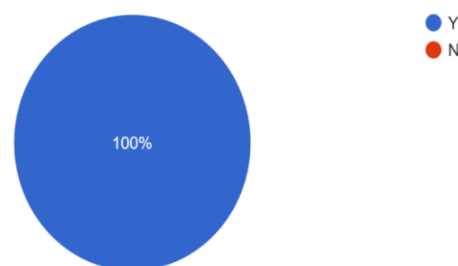
1. 25% of Respondents do not consider honesty as one of the value of an ethical leader. There may be various interpretations as to why they feel that honesty is necessary characteristic of an ethical leader. Ethical leader is morally principled individual and not necessarily always need to be honest at various grounds or various situations while handling leadership tasks. Again it might depend on situation to situation. Similarly 25% responded they do not agree that an ethical leader should always be forgiving. Always every time forgiving is not the only solution to unacceptable act. Similarly 75% of respondents agreed for the value tolerance to be possess as one of the characteristic of an ethical leader.

Ideal standard graph seen in response to the above check points is shown below:

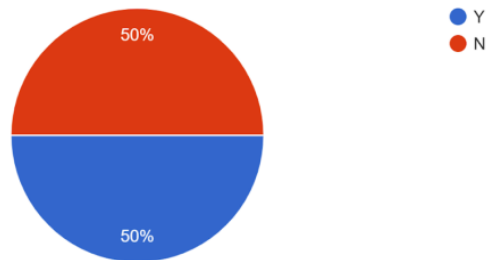


2. There was 100% agreement from the respondents for an ethical leader to possess the following characteristics as mentioned. According to respondents an ethical leader should be team oriented, empathetic, motivator, respectful, welcome novelty, lead by example, welcome initiative, value driven, approachable, good listener, like to evolve. Ethical leader must be transparent and admit his or her mistakes. From here respondents felt team oriented behavior which is absolutely right, an ethical leader has to be team oriented for achieving set targets, and reach set goals. Even ethical leader needs to be empathetic, should empathize with colleagues working with him/ her for uniform vision, mission of the organization. An ethical leader rightly has to be a motivator to motivate all working with him or her. Even 100% respondents replied ethical leader has also to be respectful. If given respect will get respect win win sharing and with positive climate work will smoothly get completed in time. Ethical leader should always welcome novelty, like to evolve come up with anything new, welcome initiative taken for something by coming in forefront. All these characteristics need to be there within an ethical leader. New thing, creative thinking, creative ideas are always welcoming and open for an ethical leader. Very prime and most important is the characteristic of being approachable. More he or she is approachable as a leader, more is the success rate.

Ideal standard graph seen in response to the above check points is shown below:



3. 50% respondents were in agreement whereas 50% disagreed that an ethical leader should be rarely unbiased. May be the following reply encourages to think over why respondents feel that at times leader can be bias and hence it concludes that an ethical leader can at times be bias / unbiased it again depends on the situation. Similarly 50 % respondents responded ‘Yes’ for hardly respectful feature. That means 50% feel an ethical leader has not necessarily to be only respectful/ not. Again it depends on the situations, acts of the employees working with him and past good and bad experiences he or she gained over.



Let's discuss some more characteristics of an ethical leader

An ethical leader balances stakeholders and organization interests both. Also not only self doing it but empowering others to do the same. Again this is very challenging but yet ethical leader has to take this leadership of empowering others with whom he /she work for a unified vision mission of the organization. There are some expectations leader has to have with his colleague's .Again level of expectations, strengths, weaknesses, attributes of colleagues etc. But fairness is very important when we talk of expectations. An ethical leader is fair when it comes to in regards to expectations.

An ethical leader has to be careful and good evaluator .He or she should evaluate before giving decisions what will be the outcome. Even another feature is of being Open Strong in communication. Again the more effective you to communicate, more open, approachable you will be, more solutions, more transparency more outcome. The entire above are inter-linked. An Ethical leader, value authenticity and act with integrity. An ethical leader always tries best to show his accountability. An ethical leader is always accountable for poor, right decisions or say mistakes etc. These are some of the characteristic an ethical leader must possess.

Now after discussion about ethical leadership now would discuss about unethical leadership.

Unethical leadership – Unethical leadership is seen and observed and very common in everyday life. Be it academics, be it health sector be it administration, be it business. Some of the characteristics like negligence, misrepresentation, misinterpretation, lack of responsibility, poor listener, corruption, aggressive cum passive communication, resulting in intimidating work climate. Unethical leader often is many a times a harasser, accuser, troublemaker, blamer, instigator etc.

#### Conclusion:

Ethical leadership of leader can surely somewhere promote employee positive engagement, in turn will raise productivity and enhance the quality work and outcome. Ethical leadership is more concerned with moral development and virtuous behavior. Ethical leadership creates impact on hiring, firing, volunteer retiring, retaining of the employees. All leaders have to be Ethical Charismatic Leader, don't you feel so!

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