

***ETHIC LEADERSHIP AS DETERMINATIVE ON  
ESTABLISHMENT OF ORGANIZATIONAL IDENTIFICATION***

**Nurat KARA**

Mustafa Kemal Üniversitesi

**ABSTRACT**

Ethic leadership is primarily important for regularly work and for productivity and for prestige of organization. Ethic leadership provides harmony in people in organization and ethic work in organization and high and quality production via this way. Administrator generally acts as leader and ethic leader is prima actor on success and production of organization. Harmonic work and quality production and success of organization are directly concerned with organizational identification. Organizational identification is a practice, which provides people social identity in organization. An administrator who is ethic leader practices organizational identification on ethical values and gets organization quality and high production.

**Key Words:** Ethic leadership, organization, identification, direction, character.

## ***ÖRGÜTSEL ÖZDEŞLEŞMENİN OLUŞUMUNDA BELİRLEYİCİ OLARAK ETİK LİDERLİK***

### **ÖZET**

Etik liderlik bir işletmenin düzenli çalışması, verimliliği ve saygınlığı açısından birincil derecede önemli bir etkidir. Etik liderlik işletmede çalışanlar arasındaki uyumu, ahlaklı çalışmayı ve bu yolla yüksek ve kaliteli üretim sağlamaktadır. Bir işletmede genellikle yönetici lider rolü oynar ve etik lider işletmenin başarısında ve üretiminde başoyuncudur. Bir işletmenin uyumlu çalışması, kaliteli üretimi ve başarısı doğrudan örgütsel özdeşleşmeyle ilgilidir. Örgütsel özdeşleşme işletme çalışanlarına sosyal kimlik kazandıran bir uygulamadır. Etik lider olan bir yönetici örgütsel özdeşleşmeyi ahlaki değerler temelinde uygular ve işletmede kaliteli ve yüksek verim sağlar.

**Anahtar Sözcükler:** Etik liderlik, işletme, özdeşleşme, yönetim, karakter

## INTRODUCTION

In this study, leadership concept is discussed and role of ethic leadership on organizational identification is evaluated. Ethic is frequently discussed recently and adapt almost on every topic. Ethic leadership is important on establishment of an organization and guide of organizational identification. Organizations are established due to different trends in legal process. Numerous people work for organizations and workers need a guide to learn principles of organization and to work in unity.

In recent years, a major theme in the organizational development literature has been the need to produce improved models of the change models (Baumont and Deaton, 1981, s. 331). Organizational structures and organizational directions must be change due to contemporary developments and due to contemporary conditions and directors of organization must become ethic leader. *Leadership is a process of influencing other toward a common vision* (Middlebrooks and others, 2009, s. 32). Leadership involves sustainability.

People who work for organization must work in harmony and also must be directed in harmony. Therefore, director of organization must direct organization in justice and in compassion. There must be unity and harmony in an organization for productivity and for success. Organizational identification involves unity, and belonging and harmony and well direction. Organizations tend to gain and to respond necessities of people and organizations are also structures those are patterns of people direction (Jeffrey, 1997, s. 264). An effective direction provides productivity and success.

### **Organizational Identification**

Organizational identification is a process, which provides people in organization to get social identity (Jones and Volpe, 2014, s. 419). Organizational identification guides people in organization to work not for himself but for organization as a member of organization. Someone who participates in organization identification gets organization culture and leaves other cultural identities and thinks as a part of organization and works only for profits of organization (Sluss 2014, s. 969). Organizational identification provides people in organization to get organization culture and work on organizational legislation base.

People who work for organization work in organization during in positive conditions and when they meet negative conditions, they tend to leave organization. Positive conditions in

organization can be provided by organizational identification (Celik and Turunc, 2010, s. 171). The most important effect in an organization is to moralize people in organization and support psychology of people and to arrange relations of people via organizational identification and man who can do this practice is ethic leader.

Organizational identification concerns the perception of “oneness” with an organization (Smids and others, 2001, s. 1051). “Oneness” provides people in organization to work in positive relations, so organizational identification causes high production via positive relations. Organizational identification means well direction in organization and to arrange people relations via well direction. Organization identification always regards humanistic values and administrator is responsible for well direction as a leader.

People work in an organization as individual but get productivity in-group work. Group work provides people in organization to work in available ambience and to share problems and success. Meanwhile organizational identification arranges group work and provides group power. In case of non-organizational identification, there can be negative results in organization (Kreiner and Ashforth, 2004, s. 7). The main negative effect of non-organizational identification in organization is psychological problems, which cause productivity decreasing. Organizational identification provides prestige for organization but non-organizational identification causes decreasing of trademark.

### **Establishment of Organizations**

Establishment of organization involves to know information technologies, and to use technologies and to know collecting information (Federal Register, 2014, s. 24711). Sustainability of an organization is concerned with well direction and ethic leadership and identification and also changing due to contemporary conditions. Governmental approach and governmental support have important role on establishment of organizations.

People use organizations to respond their necessities and organizations work in a plan which includes physical and also spiritual need of people and also regard values and hopes of people. Organizations have cultural dimensions because of ethic of direction and because of humanistic necessities of people who work for organization (Lynn, 1998, s. 740). Cultural and spiritual characters of people are regarded by directors to direct organization.

There are different organization types, which have original legislation for establishment of organization. Organizations are established in different capacity sizes and each one has its own legislation. An organization can be private or a partnership and an organization can work on textile or on iron or on wine and productivity of organization changes due to capacity of organization. Most of organizations are commercial structures and each organization sets its own policy. (Giovanni, 2010, s. 23). There are much problems because of large capacity of organization but there is less cost because of much productivity of organization.

Though organizations are mostly commercial structures, they have to have ethics principles and social relations. Responsible of principles and relations is generally administrator of organization as a leader (Pearce and Randel, 2004, s. 86). Negative relations harm organization and lack of ethic relations also harm organization and negative position of administrator against people in organization particularly harm organization.

### **Character of Ethic Leadership**

Leadership is a personal level that includes many qualities and involves knowing psychology and expectations of people (Arzouman, 2015, s. 5). Leadership involves to realize global agenda and international relations and local problems and also involves to effect and to guide people via his accumulation (Macauley, 2014, s. 171). Leader guides an organization by influencing his crew.

People generally live in a society and need a guide. Someone can be guide who has an effective character and extra qualities. Guide means leader in available conditions. There are difference leader types. Max Weber says that leader must be charismatic. Beside this there are democratic and authoritarian and liberal leaders (Közleme, 2013). Though there are different leaderships, ethic principle is main component of all leaderships.

Numerous people need a leader in educational organizations and also in business organizations to improve in their processes. Leadership is a necessity for spiritual improvement and also for physical improvements (Sergiovanni, 1992, s. 101). Leader guides people who intend to arrive a goal and provides people many facilities to watch the world through a wide window. An ethic leadership takes people in a high spiritual power to their goals.

Style of leader directly effects work of organization. Work ethic is directly concerned with style of leader (Crocker, 2004, s. 17). A leader who always obeys rules, and who regards social values and who regards profits of organization and who is good at human relations effects positive organization ethic work. Character of leader is important for work ethic but gender and age and race is not important for work ethic (Knoch. 2014, s. 93). Someone who is an ethic leader determines character of organization.

### **Role of Ethic Leadership on Productivity of Organization**

Ethic leadership provides high satisfaction for customers and also for employees because of its spiritual approaches. Ethic leadership also provides harmony in an organization by homogenizing people (Manning, 2013, s. 121). Harmony in an organization causes productivity and increases quality of production and decreases problems. Cost of production decreases because of production quality.

Ethic leadership is a responsibility, which contains survive of organization and relation of people in organization and productivity on base of ethic work. An unsuccessful leader causes negative psychological impacts on people in organization and causes productivity lack and negative impression of organization and also causes negative relation impacts on people in organization (Dobel, 1998, s. 80). All negative results cause decreasing of trademark of organization.

Primarily aim of organizations is production quality. Quality production emerges via different internal and external factors. Problems, which are caused by internal and external factors in organization can influence negative trend of organization. Negative effects can causes organization to be harmed or to go under. Contemporary conditions involve ethic group work with an ethic leader for a modern organization (Hoffman and others, 2011, s. 785). Beside internal and external factors and problems in organizations, high productivity can be emerged via an ethic leader and via organizational identification (Duarte and Restuccia, 2010, s. 139). Organizational identification is a group work and must be conducted by an ethic leader.

Business manager is someone who can use potential of community of organization and also can constitute a unity in organization. Tend of business manager is getting gain by providing raw material and processing raw material (Wood and Tully, 2006, s. 226). Meanwhile ethic is an important principle for productivity of organization. Ethic principles provide organization

increasing of productivity. Beside this ethic, motivate all community and also relatives of community in organization.

People respect and trust on organization that work in ethic principles though people lost most of their cultural and spiritual values in society. Work ethic provides an organization harmonic cooperation and available production ambience and beside this work ethic distinguishes organization from others in spiritual dimension. An ethic leader can conducts work ethic in an organization and organization can get confidence on behalf of organization (Schaubroeck, 2012, s. 1062). Organizations, which got respect and confidence survived for a long time in the world.

Management of organization involves using power of people availably. Manager of organization is a leader who knows power of people and uses productive technics to direct organization (Fairholm, 2004, s. 578). An effective leader is an ethic leader. Ethic increases spiritual and psychological power of leader. Leadership is a spiritual practice more than physical practice. Leadership is psychology administration and involves realizing human psychology. Leader is someone who can solve ethical problems (Hassan and others, 2014, s. 336). Work ethic is principle that provides people to work in peace and in a productive atmosphere.

## **Conclusion**

Organizations are constituted to gain and to respond some necessities of people by investors. Organization work is a group work and success of group means success of organization. There are different organization types according to legal structure and according to size of organization. Numerous people work in an organization and an organization can reach its purpose via a successful administrator. A lot of factors that psychological factors, and social factors, and economical factors, and cultural factors, and political factors and others must be regarded. The best way to administrate an organization is organizational identification.

Organizational identification includes positive group work, which provides people in organization social identify. Organizational identification arranges behaviors of people in organization, and arranges relations of people in organization, and arranges approaches of administrator, and constitutes principles of organization, and decreases problems in organization. Organizational identification gets power on solidarity base, and provides high

productivity on cooperation base. Existence and sustainability of an organization is concerned with quality of production and prestige of organization. Organizational identification provides organization high quality production and high prestige. Group work and organizational identification involve an experienced and genius leader.

Leader is someone who can realize conditions and agenda, and who can understand psychologies of people, and who can conduct people, and who can solve problems. Leader is a pattern that works for purpose of organization, and has a sovereignty on people, and conducts group work, and follows actual agenda, and who achieves supply and demand balance, and who as ethical principles. Ethic leader must regard universal, and national, and social, and cultural values and must provide organizational identification by using ethical principles.

Organizations are vital roles in improvement of economy and development of countries. Organizations have prestige via quality production and support prestige of country in international area. Organizations should work with an ethic leader in organizational identification for their success. Organizational identification must be conducted by an ethic leader to have a sovereignty on people in organization.



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