

TO EXPLORE EFFECT OF ETHICAL LEADERSHIP ON SUBORDINATES' LOYALTY TO SUPERVISORS

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ABSTRACT

It is to investigate the effects of ethical leadership on subordinates' loyalty to supervisors through the mediators of leader-member exchange (LMX), trust-in-supervisor and self-efficacy. The convenient sampling method was applied with Taiwanese enterprises as research subjects. The questionnaire was distributed to enterprises and the data was collected from 151 valid questionnaires. Results revealed that: (1)ethical leadership made a significantly positive effect on subordinates' loyalty to supervisors, and (2)the relationship between ethical leadership and subordinates' loyalty to supervisors was partially mediated by LMX, trust-in-supervisor and self-efficacy. Further implications for human resources policy have also been discussed.

Keywords: Ethical Leadership, Loyalty to Supervisors Moderating Role, Taiwanese