



# IMPACT OF ETHICAL LEADERSHIP STYLE ON GREEN HRM

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## ABSTRACT

Leadership that is ethical is important for a variety of reasons, for customers, employees, and the company as a whole. Leadership skills are crucial to help create a positive ethical culture in a company. The main aim of this study is to find the factors implementing as an Ethical leadership style in an IT sector and to measure the relationship between Ethical leadership style and Green HRM. It established that Ethical leadership strongly influences the employees towards Green HRM practices in the IT sector by the way of Green Creativity and Green Environment.

**Keywords:** Ethical Leadership, Green HRM, Green Creativity, Green Environment

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## INTRODUCTION

Ethical leaders utilize their position to safeguard the interests of different stakeholders, including the company, its employees, and society through the demonstration of ethical conduct. Such leaders don't take any business decision without assessing its impact on customers, organizations, employees, and the social and natural environment. They demonstrate responsible conduct when they interact with their employees, society, and the natural environment. They have an innate tendency to take measures to be protective of the natural environment. Such a leadership style can have a positive impact on environmental sustainability.

Ethical leadership is defined as "leadership demonstrating and promoting 'normatively appropriate conduct through personal actions and interpersonal relations'." When you boil it down, this really means that ethical leadership is defined as putting people into management and leadership positions who will promote and be an example of appropriate, ethical conduct in their actions and relationships in the workplace.

Leadership that is ethical is important for a variety of reasons, for customers, employees, and the company as a whole. Leadership skills are crucial to help create a positive ethical culture in a company. Leaders can help investors feel that the organization is a good, trustworthy one. Customers are more likely to feel loyal when they see leaders in place in an organization. Good press is likely to come when there are ethical leaders in an organization. Partners and vendors will similarly feel they can trust and work well with an organization when they see leadership that is ethical displayed.

## REVIEW OF LITERATURE

ShuangRen(2020) Effects of Green HRM and CEO ethical leadership on organizations' environmental performance. International Journal of Manpower © Emerald Publishing Limited 0143-7720. This study proposes and tests a model grounded in resource-based theory to describe how the formal rules embedded in an organization's green human resource management (GHRM) combine with informal cues communicated by members of the firm's



upper echelon, including the CEO and members of the top management team (TMT), to affect a firm's environmental performance

Fatima Bashir (2021) Impact of Ethical Leadership on Green Creativity and Pro-Environmental Behaviour using GHRM Practices as a Mechanism; Moderated by Harmonious Passion. RADS Journal of Business Management. Volume 3, No. 2, 2021. The type of leadership has emerged to be one of the pertinent factors impacting the implementation of these practices. The aim of the current research is to analyze the impact that ethical leadership style has in implementing GHRM practices, its impact on employees' green creativity and pro-environmental behavior through GHRM practices and to explore the role of harmonious environmental passion as a moderator between ethical leadership and GHRM

Kavitha M (2021) A Study on Credibility of Green Marketing In FMCG. Turkish Journal of Physiotherapy and Rehabilitation; 32(2) ISSN 2651-4451 | e-ISSN 2651-446X. Green marketing is a holistic marketing. The main aim is to understand the connection between and credibility and green marketing, it is important to determine the factors that influence customers' perception of credibility towards FMCG. Finally it concludes that green marketers are considered the credibility variables to attract more customers and sustain in the competitive markets.

Kavitha M (2022) An Empirical Relationship Between Employee Morale And Employee Retention. NeuroQuantology | November 2022 | Volume 20 | Issue 13 | Page 2900-2904 | doi: 10.14704/nq.2022.20.13.NQ88361. The main aim of this study is to find the factors determining employee and to analyse impact of employee Morale on Employee retention. There is a positive relationship between Employee Morale and Employee retention. Employee retention motivated the employees to be productive and its reflect the impact on organizational profitability.

IfsalAhamed(2022)The Impact of Green HRM on Green Creativity. The International journal of Human Resource Management. Volume 33.Issue

19. This study contributes to the growing literature on Green Human Resource Management (green HRM) and its impacts on employees' green outcomes. In particular, this study tested a novel model to explore the impact of green HRM on Green Creativity (GC) of employees in mediating the role of Pro-Environmental Behaviors (PEBs) and moderating the role of Ethical Leadership Style (ELS). The results indicate that green HRM has a positive impact on employees' GC. Furthermore, partial mediating role of PEBs was also found. Finally, it was found that the ELS moderates the relationship between green HRM and GC and between green HRM and PEBs. Several theoretical and practical implications are discussed.

### **OBJECTIVES OF THE STUDY**

1. To find the factors implementing as an Ethical leadership style in an IT sector
2. To measure the relationship between Ethical leadership style and Green HRM

### **HYPOTHESES OF THE STUDY**

1. There is no significant difference among the factors implementing as an Ethical leadership style in an IT sector
2. There is no significant relationship between Ethical leadership style and Green HRM

### **FACTORS IMPLEMENTING AS AN ETHICAL LEADERSHIP STYLE IN AN IT SECTOR**

Ethical leadership is defined as demonstrating appropriate and thoughtful conduct inside and outside the office, respecting ethical beliefs and values, and being motivated by the dignity and rights of others. There are various factors implementing as an Ethical leadership in IT sector where as no ill treatment, No favoritism, Respectful treatment, Decision making power, Transparency and Integrity. The following table shows the perception about Ethical leadership by the employees in IT sector



**Table - 1 Ethical leadership**

	N	Mean	Std. Deviation	Sig.	Ranking	t
NO ILL TREATMENT	300	3.8100	1.03156	.000	2	13.600
NO FAVOURITISM	300	3.7500	.97502	.000	3	13.323
RESPECTFUL TREATMENT	299	3.7458	1.10927	.000	4	11.626
DECISION MAKING POWER	300	3.7767	.97466	.000	1	13.802
TRANSPERANCY	300	3.5533	1.03799	.000	6	9.233
INTEGRITY	300	3.6067	.98413	.000	5	10.677

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Source : Computed data

From the above table the mean values range shows that from 3.5 to 3.8. The t values 13.600, 13.323, 11.626, 13.802, 9.233 and 10.677 are statistically significant at 5% level. It can be concluded that, Ethical leadership style implemented in the IT sector and highly influenced factor is decision making power followed by no ill treatment in the IT sector.

**RELATIONSHIP BETWEEN ETHICAL LEADERSHIP STYLE AND GREEN HRM**

The Green HRM are presented when the Ethical leadership style implemented in the IT sector. The Influence of Green HRM makes difference towards Ethical leadership style is presented in the following anova table

Table 2 Green HRM - ANOVA

		Sum of Squares	Df	Mean Square	F	Sig.
NO ILL TREATMENT	Between Groups	302.563	2	151.281	382.753	.000
	Within Groups	196.437	497	.395		
	Total	499.000	499			
NO FAVOURITISM	Between Groups	105.308	2	52.654	66.471	.000
	Within Groups	393.692	497	.792		
	Total	499.000	499			
RESPECTFUL TREATMENT	Between Groups	105.712	2	52.856	66.795	.000
	Within Groups	393.288	497	.791		
	Total	499.000	499			
DECISION MAKING POWER	Between Groups	27.280	2	13.640	14.371	.000
	Within Groups	471.720	497	.949		
	Total	499.000	499			
TRANSPARENCY	Between Groups	154.565	2	77.282	111.514	.000



	Within Groups	344.435	497	.693		
	Total	499.000	499			
INTEGRITY	Between Groups	25.291	2	12.645	13.267	.000
	Within Groups	473.709	497	.953		
	Total	499.000	499			

Source –Computed data

There was illustrates in the above table that No ill Treatment(F=382.753, P=.000) NO Favoritism(F=66.471, P=.000), Respectful Treatment(F=66.795, P=.000), Decision Making Power(F=14.371, P=.000), Transparency(F=111.514, P=.000) Integrity(F=13.267, P=.000) are statistically significant at 5% level. This has given the mean comparison of Green HRM practices of employee’s perception. It has given that the employee perception of Green Creativity strongly agree for the existence of Respectful Treatment(Mean=4.9630) employee perception of Green Environment strongly agree for the existence of Decision Making Power(Mean=4.4018)in the IT sector.

It established that Ethical leadership strongly influence the employees towards Green HRM practices in the IT sector by the way of Green Creativity and Green Environment.

**FINDINGS AND CONCLUSIONS**

Ethical leadership is defined as demonstrating appropriate and thoughtful conduct inside and outside the office, respecting ethical beliefs and values, and being motivated by the dignity and rights of others. There are various factors implementing as an Ethical leadership in IT sector where as no ill treatment, No favoritism, Respectful treatment, Decision making power, Transparency and Integrity. It can be concluded that, Ethical leadership style implemented in the IT sector and highly influenced factor is decision making power followed by no ill treatment in the IT sector.It has given that the employee perception of Green Creativity strongly agrees

for the existence of Respectful Treatmentand Decision Making Powerin the IT sector. There is a relationship between Ethical leadership and Green HRM. It established that Ethical leadership strongly influences the employees towards Green HRM practices in the IT sector by the way of Green Creativity and Green Environment.

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