

Bölüm 3

ETİK LİDERLİĞİN META ANALİZ YÖNTEMİYLE İNCELENMESİ

İlksun Didem ÜLBEĞİ¹
Azmi YALÇIN²

GİRİŞ

Etik davranışlar tüm paydaşları ilgilendiren ortak bir konu olmakla birlikte genel olarak bu kapsamda liderin sorumluluğu ön plana çıkmaktadır (Stouten, van Dijke ve De Cremer, 2012). Bu çerçevede etik liderlik yaklaşımı da lideri etik standartların uygulanmasının sağlanması ve temsili bağlamında ele almaktadır (Stouten, van Dijke, Mayer, Cremer ve Euwema, 2013).

Özellikle etik davranışların sekteye uğraması nedeniyle iş dünyasında karşı karşıya kalınan çeşitli yasa dışı durum ve suistimaller etik liderliğin önemini ortaya koymaktadır. Etik liderlik, kişisel eylemle ve kişilerarası ilişkiler yoluyla normatif olarak uygun yönetimin gösterimi ve çift yönlü iletişim, güçlendirme ve karar alma aracılığıyla takipçilere bu tarz yönetimin teşvik edilmesi (Brown, Treviño ve Harrison, 2005: 120) olarak tanımlanmaktadır.

Etik liderlik yönetici olarak ahlâki davranışların yanı sıra insan olarak da ahlâklı olmayı içermekte olup etik liderliğin ahlâklı insan tarafı doğruluk, güvenilir olmak, dürüstlük gibi kişilik özellikleri ile liderin davranışlarının ahlâki doğası olarak nitelendirilebilmektedir (Treviño, Hartman ve Brown, 2000; Treviño ve Brown, 2005).

Etik liderlik temel olarak ilişkisel bağlamda takipçilerle oluşan etkileşim düzleminde gelişen bir kavramdır (Van den Akker, Heres, Lasthuizen, & Six, 2009). Buna göre etik liderin takipçileri üzerindeki etkisi çoğunlukla Bandura (1977; 1986) tarafından geliştirilmiş olan “Sosyal Öğrenme Kuramı” çerçevesinde açıklama bulmaktadır (Brown vd., 2005). Bandura’ya (1977; 1986) göre öğrenme doğrudan gerçekleşebileceği gibi diğerlerinin davranışları ile bu davranışların sonuçlarını gözlemleyerek de gerçekleşebilmektedir. Buna göre takipçileri liderin davranışlarını izlemekte, bu davranışları kendilerine örnek olarak almakta ve

1 Dr. Çukurova Üniversitesi, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü, idulbegi@cu.edu.tr

2 Prof. Dr., Çukurova Üniversitesi, İktisadi ve İdari Bilimler Fakültesi, İşletme Bölümü, azmiyalcin@cu.edu.tr

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