

# GOING THROUGH THE ETHICS IN VALUE BASE INTEGRATED LEADERSHIP

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## ABSTRACT

Any organization strongly recommends persons having ethical leadership quality and influencing the power of personality. The issue of going through ethics in value base integrated leadership is the very essential need nowadays or forever for any organization. Ethics is the way to enhance the leadership talents that we have in. The paper aims to examine that leadership starts with influencing power towards people and organizations. But if a leader is influencing that does not mean that he or she is a good decision maker. The article also tends to develop only critical thinking and decision-making power does not lead to leader development. To create a value base leading quality, it needs ethical awareness at all levels. This research also points out that how it is important to a stable 'workplace climate'. It's about leading others to make ethical decisions. The finding of the article tends to show that how essentially ethics is needed in taking actions by the leader in a positive and influensive way. Because what goes around that comes around. It considers how ethical thinking works in a positive manner at every level of an organization.

**Keywords-** *Ethics, Leadership, Integrated Leadership and Values*

## I. INTRODUCTION

It is clear that ethical leadership reflects the dimension of organizational leadership. The research paper examines the influence that ethical leadership behavior has on the efficiency, performance, and productivity of employees based on previous studies, existing literature, empirical evidence, and theories. Based on existing literature and best practices that paper will address the interplay between ethical leadership with competencies, determination, job satisfaction and motivation in addressing the contribution of ethical leadership on the performance of the organization. The relationship between ethics and leadership has been explored by management academics for some time and constituted early definitions of leadership (Barnard 1938; Burns 1978; Selznick 1957). The ethical failure of organizational leaders has led to the development of instruments seeking to measure ethical leadership. All leaders do not possess same attitude or same perspective. Thus all of the leaders do not get the things done in the

same manner. Their style varies. The leadership style varies with the kind of people the leader interacts and deals with. A perfect leadership is one which assists a leader in getting the best out of the people who follow him. “Leadership Is An Influence Of Personal Power That Creates Progressively Advancing Community Not Department, Division, and Organization.” Leadership is personal power not professional power. Influence comes from personal power. Being an ethical leader is not an activity it’s a process. It’s about ever increasing, ever growing, ever expanding and ever improving. Only after that it would grow with a community. An ethical and valuable leader is not one who creates leaders; leader is one who can create the leaders. Willpower plays a major role for being an ethical leader that makes the organization valuable and integrated.

Some leaders come with their hands and legs while some of them come with their head and heart. So for being an ethical leader, they have to work with their mind and heart and also let the employees get engaged to their work with their heart and soul. Only then one can cultivate the quality of value base ethical leadership.

## **II. LITERATURE REVIEW**

There is something unique about leadership such that leaders need to demonstrate ethical standards over and above the norm in the way that certain of the professions might (Carlisle and Manning 1996). The ethical dimension of leadership has increasingly been of interest of both of the general public and scholars, motivated partly by the corporate scandals that have involved the unethical behavior of top executives in leading organizations throughout the world and has generated responses from both the academic and practitioner communities.

Carlisle and Manning (1996)., the Index of Leadership of the professions might In case of Ethical leadership; the principles, beliefs, and values of the right and wrong characterize the foundation of organizational behavior, thereby formulating the pedestal upon which the leaders influence employees in achieving goals of the organization. Studies on ethical leadership have portended an increasing relevancy to organizational practice.

Antagonist being an ethical leader it is essential to generate self- development. Creating a culture of continuous improvement is also very essential for integrated leadership. A leader should visit the work floor, coaching employees, should develop e communication skills and motivational skills. Leaders should be a key source of ethical guidance for employees. In any kind of organization, without grabbing such kind of points it cannot progress in any ethical manner or can never develop a scenario that helps to reach an institution or organization on tops.

Maak and Pless (2006) propose a relational understanding of the concept of leadership. They define responsible leadership as the art of building and sustaining relationships with all relevant stakeholders.

According to Caldwell and colleagues, leaders engender commitment when they build trust and ensure the welfare, growth, and ‘wholeness’ of all stakeholders (Caldwell et al. 2002).

### **III. RESEARCH OBJECTIVE**

- To identify the factors responsible for Ethical in Value Base Integrated Leadership

### **IV. RESEARCH METHOD**

This is a conceptual paper mainly based on the secondary data from available literature from various sources like journal, articles, etc. Methodology employed in this research article is based on content analysis. Propositions have been developed based on the identified factors responsible for the ethical based integrated leadership.

### **CHARACTERISTICS OF ETHICAL LEADERS**

Ethical leadership involves some aspect of personal conduct through personal conduct, deemed ethically appropriate in decision making and developing relations with others, such as these others are inspired to follow. Thus the distinction has been made between the moral person and moral manager (Trevino et al. 2000; Brown and Trevino 2006). The distinction between moral excellence and technical excellence; whereas virtue is bound up in ideas of morality, offering perspectives that shape the way we live.

#### **PROPOSITION 1:**

#### **Influensive Power has positive relationship with in Ethical Value Based Integrated Leadership**

Leadership starts with an influence on people, organization, and operations. Activities that enhance to develop it and to influence over people. Underpinning such relationships is a focus on responsible leadership (Freeman et al. 2006; Maak and Pless 2006). According to Enderle (1987), “when managers put the question of influencing power as ethical responsibility seriously, they become more sensitive to the voices of those who will be affected by their decisions”. Influensive power includes personal growth, desire, ability, direct communication, and tasking, mastering profession and so on. Maak and Pless (2006) propose a relational understanding of the concept of leadership. They define responsible leadership as the art of building and sustaining relationships with all relevant stakeholders. For being so influenced a leader must acquire these three, i.e. custom, conducts, creativity.

#### **PROPOSITION 2**

#### **Ethics and Moral Courage has positive relationship with in Ethical Value Based Integrated Leadership**

Moral courage for being a qualitative leader, is very necessary. It's about understanding the law, empathy on an individual basis, understanding self-value. ‘Without justice, courage, and truthfulness, practices could not resist the corrupting power of institutions’ (MacIntyre, 1985). At the same time the idea that only those involved in a practice can understand and therefore, pass judgment on the practice is contestable (Moore 2008). The key factors that can

evaluate moral courage are-direct and indirect leadership, community, negotiations stabilizing, workplace climate, sheltering the exemplar, understanding/ aligning organizational design, culture change writing policy, developing talent and the last one is implementing change management. So, without having moral courage a leadership cannot be valuable as well as integrate.

### **PROPOSITION 3:**

#### **Virtues has positive relationship with in Ethical Value Based Integrated Leadership**

The concept of virtue, derived from Aristotle (1947), has featured prominently in the discussion of leadership ethics (Arjoon 2000; Bragues 2006; Sarros et al. 2006). Virtues are central to the character (Sarros et al. 2006), and in leadership, the character is seen as “Moral Excellences (Hendix et al. 2004), and can be developed (Peterson and Seligman 2003, 2004); Mendonca 2001). Typically, such virtues include humanity, courage, integrity, compassion, humour, passion; and wisdom (Sarros et al. 2006); honesty, fairness, kindness (London 1999): or altruism (Engelbrecht et al. 2005); determination, tolerance, enthusiasm and responsibility (Solomon 1999): love, forgiveness and trust (Caldwell and Dixon 2010). So, in that way virtue is a more essential factor for ethical leadership.

### **PROPOSITION 4**

#### **Integrity has positive relationship with in Ethical Value Based Integrated Leadership**

The most important ingredient of leadership is integrity. We should have integrity with our agreements. We must be beggar from inside for our work integrity. Integrity is energetic wholeness. Integrity is also considered as part of the conscientiousness trait of personality in relation to leadership. According to Hogan et al. (1994), conscientious individuals have integrity and generate trust. For (Engelbrecht et al. 2005), integrity implies virtue, honesty, and sincerity. Integrity, then, seems to consist of both a character trait and behavior; it is both a possession and an action. For (Walumbwa et al. 2008), authentic leadership is more than being true to oneself, and they developed a multidimensional model of the authentic leadership construct, in which four elements are defined: self-awareness, relational transparency, internalized moral perspective and balancing processing. Leadership is perceived as relational and the idea of authenticity transcends the self and as such, is recognized and legitimated by others. This is distinct from the possibility of self-centred forms of self-fulfillment that Taylor identify as part of the post modern malaise (Taylor1991). On these accounts then, is about doing, not just being. This virtue should have in any worthwhile leader

## **V.FINDING & DISCUSSION**

From the above evidences from the literature, it has been found that Influensive Power has positive relationship with in Ethical Value Based Integrated Leadership .Beside the Influencing Power, Integrity and Virtues has also got

importance and has positive relationship with in Ethical Value Based Integrated Leadership. Along with all these one of the important factors that Ethics and Moral Courage has positive relationship with in Ethical Value Based Integrated Leadership.

## VI.CONCLUSION

It has been found that anyone can become a superior manager, supervisor but not everyone can be an Ethical leader. One agreement is that the capacity to take responsibility when and where needed should be nurtured throughout the organization irrespective of the existence of a formal organizational hierarchy. Yet, we need to know more about what kind of decisions individuals do in an organization. A powerful vision frees people from the mundane by providing them with a challenge that requires them to give their best. When a leader has a clear picture of where the organization wants to be in the future, they can help take it there. A clear vision lets people know what they should be doing and just as importantly, what they should not be doing. Vision connects what is going on right now with what the organization aspires to. A vision is always about the future, but it begins with the here and now.

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