

Assessing the effects of responsible leadership and ethical conflict on behavioral intention

責任領導和道德衝突對行為意圖的影響分析

Abstract

This study develops a research model that elaborates how responsible leadership and ethical conflict influence employees from the perspectives of role theory and attachment theory. Its empirical results reveal that turnover intention indirectly relates to ethical conflict and responsible leadership via the mediating mechanisms of organizational identification and organizational uncertainty. At the same time, helping intention indirectly relates to ethical conflict and responsible leadership only through organizational identification. Finally, the managerial implications for international business and research limitations based on the empirical results are discussed.

Keywords: Ethical conflict, responsible leadership, turnover intention, organizational identification, helping intention, international business.

摘要

本研究建立一個從角色理論和依附理論觀點解釋責任領導和道德衝突如何影響員工的研究模型。實證結果顯示透過組織認同及組織不確定感的協調機制，離職意圖與倫理道德衝突及責任領導有直接相關性。同時，若透過只組織認同機制則協助意圖與道德衝突和責任領導呈現無直接相關。最後本研究依實證研究結果討論了對國際企業在管理上的意義及研究限制。

關鍵字：道德衝突，責任領導、離職意圖、組織認同、協助意圖、國際企業