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Mohammed Y.A. Rawwas
University of Northern Iowa

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The Use of Epistemology, Transactional Cost Analysis and Herding Behavior Theories to Explain Ethical Leadership

Mohammed Y.A. Rawwas

University of Northern Iowa

ABSTRACT

This study examines the relationship between ethical leadership and employee creativity with mediating role of trust in leader and moderating role of openness to experience. Data were collected from 205 supervisor–subordinate dyads in cellular mobile operator companies across Pakistan. Confirmatory factor analysis confirmed the distinctiveness of variables used in our study. The results also confirmed that ethical leadership promotes creativity at workplace, while trust in leader mediates the effect of ethical leadership on creativity. Furthermore, the results also confirmed the moderation of openness to experience on the relationship between trust in leader and employee creativity. As expected, the relationship was stronger with high openness to experience than when it was lower.

ABOUT THE AUTHOR

Mohammed Yahya Adnan Rawwas obtained his Ph.D. degree from the University of Mississippi in 1991. Currently, he is a Professor of Marketing and Senior Fulbright Specialist at the University of Northern Iowa in the U.S. He has published at least sixty five manuscripts in top refereed journals. He has been a visiting Professor in at least fifteen universities around the globe. He is also the winner of five Fulbright grants and the regional award of excellence in the State of Iowa.