

The Impact of Span of Control on the Influence of Ethical Leadership: LMX & OCB

Priyanka Jaiswal
Assistant Professor
FORE School of Management
New Delhi – 110 016
Email: p.jaiswal@fsm.ac.in

Abstract

With changing business environment, the concept of ethical leadership has taken a significant impotence at workplace. This paper integrates span of control research with ethical leadership theory to form predictions that span of control attenuates ethical leadership by weakening the leader member exchange process. The purpose of the current research is to further address this research gap by investigating organizational design as a possible boundary condition of ethical leadership. More specifically, in this paper examines span of control, of a leader, as a boundary condition of ethical leadership. It also integrates the LMX and employee organizational citizenship behavior with ethical leadership.

Key Words: Ethical Leadership, Leader-Member Exchange, Organizational Citizenship Behavior & Span of Control.

Acknowledgement: The Infrastructural support provided by FORE School of Management, New Delhi is greatly appreciated.