CHAPTER 1

THE EFFECT OF AUTHENTIC LEADERSHIP AND ORGANIZATIONAL ETHICAL CLIMATE PERCEPTIONS OF TEACHERS WORKING IN ADIYAMAN ON WORK ENGAGEMENT[1]

Serkan GÜVEL[2]
Sahra SAYĞAN TUNÇAY[3]

INTRODUCTION

This study investigates the effect of teachers' perceptions of authentic leadership and organizational ethical climate on their work engagement. Few studies on this issue have been found in the concerned literature. The study is important in revealing the effects of teachers' perceptions of authentic leadership and organizational ethical climate on their work engagement, determining their awareness of authentic leadership, evaluating school administrators in terms of authentic leadership characteristics, and providing a theoretical background on how they can contribute to the development and training of the school. It has been predicted that if managers exhibit authentic leadership behaviors, teachers' performance levels will increase, improving the quality of education and increasing school success.

In line with this purpose, a conceptual and theoretical framework has first been created. Based on the relevant studies, it is predicted that teachers' perceptions of authentic leadership and organizational ethical climate may affect their work engagement. In this context, an empirical study is carried out. A questionnaire

lar, teachers' motivation and dedication to their work can be increased when they feel that the ethical rules in the school are clear and fair (Hartnell, Ou, & Kinicki, 2011).

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