

The Impact of Ethical Leadership on Organizational
Citizenship Behavior with the mediating role of Workplace
Ostracism: A study of public sector hospital of Pakistan



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Abstract

The purpose of this paper is to clarify the relationship between ethical leadership and employee organizational citizenship behavior (OCB), specifically the mechanisms through which ethical leadership impacts employee OCB, and the mediating role of workplace ostracism. The study used convenience sampling data collection technique and the data was collected from nurses of PIMS Islamabad, Pakistan. As research on these variables has not been done yet in the Pakistani context in public sector hospital so this is our gap of the study. The research findings indicate that ethical leadership positively influences employee OCB. While Workplace Ostracism which mediated the relationship (in framework) between Ethical Leadership and Organizational Citizenship Behavior has a negative impact on the dependent variable OCB and is positively correlated with independent variable Ethical Leadership. Furthermore, Workplace Ostracism does not mediated between Ethical Leadership and OCB. This paper adds to knowledge about the relationship between ethical leadership and employee OCB and contributes to better understand workplace ostracism.

Keywords: Ethical Leadership, Organizational Citizenship Behavior, Workplace Ostracism

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Dedication

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