

The Impact of Ethical Leadership on Employee Well-Being in Post Crisis

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Abstract

The global work environment is becoming complex and unstable as a result of prompt development and continuously changing, leaving organizations unprotected to a wide range of crises. For example changing economic conditions, challenging with problems of personnel, and political effects cause instability on business world which imposes on them a variety of difficulties, which result in crises.

The lack of proper leadership may result in a poor or lack of motivation among employees to perform their duties in an effective way which reduces their capability to deal and face with crises. As many experts during their researches about strategic Leadership mentioned that Promoting Organizational Culture with Ethical Practices can have an important role in the ordering organizational culture and employee performance.

Particularly, the relationship between employee well-being and Firm productivity and Ethical leadership behaviour, is under researched. To contribute to deepen the understanding of such relationship, the research question of interest is: Is there a relation between Ethical Leadership in

Post Crisis on employee well-being (i.e., Laboratory staff, production staff ...) If so, how and why?

To address the research question, The study will be adopted a qualitative method in the form of semi structured interviews and will be analysed the cases that returned from a leadership and employee samples from German industries via interviews.

Keywords: Effective leadership; Employee performance; Mental health; Psychological wellbeing (PWB); Subjective well-being (SWB)