

ETHICAL LEADERSHIP AND THE NORMATIVE COMMITMENT OF FOLLOWERS IN A HEALTHCARE SETTING

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ABSTRACT

The aim of this paper is to explore the relationship of ethical leadership with normative organizational commitment in a healthcare setting. Data were collected on ethical leadership and normative organizational commitment with a questionnaire, from nurses working in a hospital located in France. The results indicated that ethical leadership is positively related to normative commitment. Findings imply that ethical leadership does not just serve the goal of setting the organization's ethical tone, it may create a positive outcome such as increased normative commitment.

Keywords: *ethical leadership, organizational commitment, normative commitment*