

Analisis peran ethical climate sebagai mediator dalam pengaruh ethical leadership terhadap ethical behavior di PT Bank M = Analysis of the role of ethical climate as a mediator in the effect of ethical leadership on ethical behavior at PT Bank M

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Abstrak

ABSTRAK

Penelitian ini meneliti mengenai pengaruh ethical leadership terhadap ethical behavior yang dipengaruhi oleh peran penting dari ethical climate sebagai mediator. Penelitian ini meneliti pada industri perbankan menggunakan kuesioner yang didapatkan dari 262 responden yang bekerja di PT Bank M sebagai salah satu bank BUMN. Hipotesis penelitian dirumuskan dari penelitian sebelumnya dan diuji menggunakan structural equation model (SEM). Hasil menunjukkan bahwa ethical leadership memiliki pengaruh signifikan terhadap ethical climate tetapi tidak berpengaruh signifikan secara langsung terhadap ethical behavior pegawai PT Bank M. Sedangkan ethical climate memiliki pengaruh signifikan full mediating terhadap hubungan antara ethical leadership dengan ethical behavior pegawai PT Bank M.

ABSTRACT

This study examined the effect of ethical leadership on ethical behavior which is influenced by the important role of ethical climate as a mediator. This research examined the banking industry using a questionnaire obtained from 262 respondents working at PT Bank M as one of the state-owned banks. The research hypothesis was formulated from previous studies and tested using structural equation model (SEM). The results showed that ethical leadership had a significant influence on ethical climate but did not directly influence the ethical behavior of employees of PT Bank M. While ethical climate had a full mediating significant effect on the relationship between ethical leadership and ethical behavior of employees of PT Bank M.