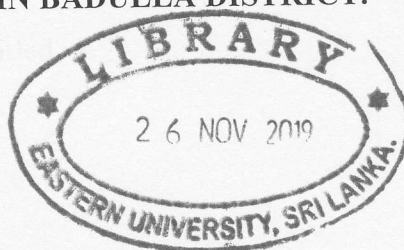


**THE IMPACT OF ETHICAL LEADERSHIP ON EMPLOYEE ETHICAL
BEHAVIOR : A COMPARATIVE STUDY BETWEEN TWO SELECTED
SUPER MARKETS IN BADULLA DISTRICT.**



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A Project Report

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ABSTRACT

Ethical leadership and Employee Ethical behavior are becoming important concepts to organizations in recent years. The purpose of this study is to empirically investigate whether there is an “Impact of Ethical Leadership on Employee Ethical Behavior” . In this study, independent variable is Ethical Leadership, dependent variable is Employee Ethical behavior. According to literature review Ethical Leadership has four dimensions such as, trust, transparency, moral values and integrity. Similarly, Employee Ethical Behavior also has three dimensions such as honest, decent and obedient.

The random sampling method was used to make the sampling frame work of the study. Data is collected from the employees of two selected super market in Badulla District. A total of 156 questionnaire were distributed out of 255 respondents. The respondents rate was 52.9% and 47.1% respectively Lanka Sathosa and Cargills Food city. The collected data was analyzed by using descriptive statistics, correlation and regression analysis. Univariate analysis was used to find out the levels of EL and EEB in selected two Super Market in Badulla District and bivariate analyses were used to investigate the relationship and impact of EL on EEB in selected two super market in Badulla district.

The major findings of the study revealed that, there are high levels of Ethical Leadership and Employee Ethical Behavior . The results also showed that, there is significant positive relationships and significantly association among Ethical Leadership and Employee Ethical Behavior. The study has also proposed some variable recommendations for the top level managers and policy makers to retain workers in super market and proposed recommendation for two variable respectively to EL and EEB.

Keywords: Ethical Leadership, Employee Ethical Behavior, Super Market sector, Badulla district.

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