

# RELATONSHIP BETWEEN ETHICAL LEADERSHIP AND ORAGANIZATIONAL COMMITMENT IN THE ADMINISTRATIVE UNITS OF THE MELLI BANK IN TEHRAN (IRAN)

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## Abstract

This study deals with analyzing the relation between ethical leadership and organizational commitment of headquarters' staff of Bank Melli in Tehran.

Ethical leadership has ethical personal and ethical manager as its constructional aspects while organizational commitment is composed of three dimensions namely emotional, continuous and normative.

Our subject included 330 persons who were appraised by a questionnaire consisting of two parts. Localized version of 10-question ethical leadership questionnaire of Brown and et al as well as standard 18-question of Mayer and Allen questionnaire in Likert scale was used to collect information of answerers.

After applying in SPSS software the collected data were analyzed by correlation test method.

Results of Spearman correlation test between ethical leadership and organizational commitment showed that there is a meaningful and direct relation amongst these variables.

**Keywords:** Ethical leadership, Organizational commitment, Emotional commitment, Continuous commitment, normative commitment.