

## The Role of Ethical Leadership, Corporate Culture, Employee Empowerment, and Organizational Commitment on Employee Productivity: Case Study of State-Owned Enterprise Employee

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### ABSTRACT

This study investigates the influence of ethical leadership, corporate culture, employee empowerment, and organizational commitment on employee productivity within a State-Owned Enterprise (SOE). Using a sample of 300 employees, data were analyzed through descriptive statistics, reliability testing, correlation analysis, and regression analysis. The findings indicate that all four factors significantly enhance employee productivity, with organizational commitment having the strongest impact. Ethical leadership was also found to influence productivity indirectly through organizational commitment, while corporate culture moderated the relationship between leadership and productivity. Employee empowerment was shown to further improve productivity by granting greater autonomy and responsibility to employees. These results suggest that SOEs can enhance employee productivity by fostering ethical leadership, a supportive corporate culture, empowering employees, and building organizational commitment. The study provides valuable insights for SOEs aiming to improve performance in a public-sector context.

### Keywords:

Ethical Leadership,  
Corporate Culture,  
Employee  
Empowerment,  
Organizational  
Commitment,  
Employee  
Productivity

### INTRODUCTION

In the modern organizational landscape, ethical leadership has emerged as a cornerstone for guiding institutions toward sustainable success. Ethical leaders emphasize values like integrity, fairness, and responsibility, which not only shape organizational policies but also inspire employees to align their behavior with these values. As organizations, especially State-Owned Enterprises (SOEs), face increasing scrutiny from both the public and government, ethical leadership becomes even more critical. The success of SOEs largely depends on how well these organizations maintain a moral and ethical framework, which directly impacts employee morale and productivity. Research has shown that when leaders exhibit ethical behavior, employees are more likely to exhibit positive work attitudes, leading to enhanced organizational performance (Decaens et al., 2018).

Corporate culture is another critical factor that shapes employee behavior and organizational outcomes. A positive corporate culture fosters a sense of belonging, promotes collaboration, and enhances motivation among employees. It provides a framework for how things are done in an organization and influences employee behavior and decision-making processes (Schein, 2010). In SOEs, where the structure and policies might be more rigid compared to private sector firms, a well-established corporate culture plays a crucial role in maintaining employee engagement and productivity. The integration of ethical leadership with a robust corporate culture can create an environment where employees feel empowered to contribute to the organization's success.

# Organizational Culture And Employee Commitment A Case Study

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