

A study of the relationships among behavioral integrity, charismatic leadership and affective commitment

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ABSTRACT

Based on recent year research, some scholar considered supervisor's behavior that employees are affected by perceptions of their supervisor's pattern of word – action consistency, thus such acts are called behavioral integrity. As such, this study examine the relationship between supervisor's behavioral integrity and employee's affective commitment. On the other hand, further examine mediating role of charismatic leadership are effected on the relationship between behavioral integrity and affective commitment. This research is use the quantitative methods to conduct this research's data analysis, and is based on the employee of foreign automobile company as the object of research to explore, whether there is relevant of significance or not between the three variables. The sample included 429 participants working within employee of foreign automobile industry. And this study use regression analysis method, results of regression analysis showed that charismatic leadership has part of mediating effect on the relationship between behavioral integrity and affective commitment. Results showed, when a supervisor has highly behavioral integrity, it will through supervisor possessing extraordinary ability of charismatic leadership, further achieve enhance affective commitment of employee of internal organization.

Keywords : Behavioral integrity、Charismatic leadership、Affective commitment

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