

The Mediating Role of Impression Management in the Effect of Ethical Leadership on Green Organisational Behaviour

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Abstract

Introduction: In recent years, the sustainability of health services has revealed the importance of green organisational behaviour. Therefore, there is a need to determine the factors affecting the green organisational behaviours of nurses working in hospitals.

Aim: The purpose of this study is to examine the mediating role of impression management in the relationship between ethical leadership and green organisational behaviour.

Method: The study was conducted with the participation of 418 nurses working in the hospital. The data were collected using the questionnaire method. The questionnaire form included demographic questions, ethical leadership scale, green behaviour scale and impression management scale. SPSS statistical software was used to analyse the data. In the analyses, descriptive statistics, explanatory factor analysis, reliability analysis, correlation analysis, mediation analysis were applied.

Findings: The mean age of the nurses participating in the study was 32.07±6.50 years. The mean values of the scales were 3,59±0,87 for ethical leadership, 3,87±0,66 for green organisational behaviour and 1,67±0,52 for impression management. Mediation analysis revealed that ethical leadership negatively affected impression management ($\beta = -0.11$ $p < 0.05$), ethical leadership positively affected green organisational behaviour ($\beta = 0.18$ $p < 0.05$), and impression management negatively affected green organisational behaviour ($\beta = -0.20$ $p < 0.05$). It was concluded that the mediating effect of impression management on the effect of ethical leadership on green organisational behaviour was statistically significant ($\beta = 0,022$).

Originality and value: The analysis confirmed the mediating effect of impression management in the relationship between ethical leadership and green organisational behaviour.

Key Words: Ethical leadership, green organisational behaviour, impression management, nurse.

Jel Codes: M10, M12, M19.

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