The role of Employees' Perception of Paternalistic Leadership in Creating Ethical Climate: Regarding Trust in Leader in the East of Gilan Educations

seyedeh mahrokh chobcheyan*,

Abstract The purpose of this study is to measure the rate of employees' perception of paternalistic leadership on ethical climate and the moderating role of trust in leader in the east of Gilan educations. The statistical population of this study was composed of the educations in the eastern part of Gilan with 402 employees the 13 educations in eastern cities of Gilan. In this study, stratified random sampling was applied, based on which 210 employees out of 462 were taken. The instrument employed for gathing data is a standard Questionaire, the validity and reliability of which were measured. The reliability of the questionaire, employing Cronbach's Alpha, extructed for ethical climate, paternalistic leadership and trust in leader, are 0. 877, 0. 881 and 0. 886 respectively. To measure descriptive statistics, mean, standard diviation, variance, skewness and kurtosis were applied. For inferential statistics, kolomogorov and smirnov tests, pearson correlation coefficient and reqression analysis were used findings demonstrate that paternalistic leadership has an impact on ethical climate and that there is a positive and significant relationship between them. Moreover, the moderating effect of trust in leader on the relationship between paternalistic leadership and ethical climate was confirmed. The result of this study shows a significant relationship between paternalistic leadership on employees and also other personell in following the rules and regulations of the organization. Keywords: Employees' Perception, Paternalistic leardership, Ethical Climate, Trust in leader