THE ROLE OF ETHICAL LEADERSHIP IN PROMOTING SOCIAL RESPONSIBILITY

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ABSTRACT

The aim of the research is to identify the role of the Ethical Leadership of top the hypothesis of management managers in supporting a activities that enhance the Social Responsibility of the employees in the Youth and Sports Organization,the Ethical Leadership was considered an independent variable and the Social Responsibility a dependent variable, The questionnaire was used as a main research tool for collecting data and information. The questionnaire was distributed to a society of 120 individuals, the researcher used correlation coefficient (Spearman) and regression analysis for relationship analysis ansting, The results demonstrated the significant role of ethical leadership in social responsibility.

Keywords : Ethical Leadership, Social Responsibility

INTRODUCTION

The world is witnessing remarkable changes under the conditions of technological development and rapid and conflicting environmental changes In order to compete in an important role among organizations operating in all fields and when we look at communities In different foreign and Arab countries, whatever the purpose of the organization and the reason for which it was founded and show us the fact that the organizations were private or public, does it have a role in adding value to society as a whole, solve problems that are in continuity with the emergence of evolution And meet the requirements of life and increase its well-being. The value of organizations lies in their ability to achieve social responsibilities through their activities, in addition to taking into account all the stakeholders of the organization who are classified as the hard-line stakeholders who represent employees, auditors and investors. Therefore, countries differed in giving value to the attention and care of their communities and their welfare by expanding Social Responsibility Programs Social responsibilities, which are considered as a measure for the development of responsible societies in their activities, Social responsibility is involved in every area Academic and professional work in the world**.**

LITERATURE REVIEW

A. Ethical Leadership

And was defined on the basis of three dimensions of reciprocity in ethics (justice, criticism and care) and later suggested that moral leadership occurs through a meaningful learning process

The Dimensions ofEthical Leadership:

- **Ethic of Care**: Starratt.R is based on a critique of ethics of interest on the work of Carol Gilligan (1982) & Nel Noddings(1982), In particular, Gilligan encourages and relies on this moral approach based on the view of psychologists and that in the long run this dimension is linked to feminist perspective, research (Jaffee& Hyde, 2000) Attention is concerned with being able to meet someone's needs, while ethics of interest means responding to the needs of others and others mean that you have a strong knowledge of them or did not know about them. (Bevilacqua, mg, 2016:117)
- **Ethic of Critique**: The ethics of criticism are rooted in critical theory and are consistent with the principles of social justice and human dignity (Shapiro, J.P.2006:2)Seeking disclosure of laws that arise, or which are in organizational structures using language that seeks to mask the real problem or make one dominant relationship, these thinkers sought to uncover cases that reported one person or group at the expense of others (Langlois.L Lapointe.c,2016:56)In accordance with the ethics of criticism decisions and arrangements are reconsidered in an attempt to promote greater fairness and justice, the ethics of criticism must be based on the social nature of human beings, and the human goals that social(Langlois.L,2011:77).
- **Ethic of Justice**: The roots of the ethics of justice go back to the developmental psychologist JeanPiaget in the middle of the 20th century. Through our lives, we have witnessed the process of development through the individual's ability to understand, learn, develop and progress from simple concepts to higher ideas that require more powers of understanding. What can be called intellectual and cognitive maturity (Campion,B.,2016:2).

B. Social responsibility

al responsibility is defined as actions that seem to promote social welfare, beyond government actions and what is required by law (McWilliams & Siegel, 2001: 17) Social responsibility is the commitment of the organization to maximize its positive impact and minimize its negative impact on its being a contributing member of the society, while paying attention to the needs and desires of society in the long term (Datey.r, Acharya,S.&Tiara.k,2016:187)

The dimensions ofSocial responsibility

- **cognitivedimension:**A dimension that refers to the knowledge that organizations possess and their ability to know multi-stakeholder expectations and to examine these expectations and the ability to take perspectives and a range of stakeholders including employees, other organizations, the environment and the society as a whole, thus achieving the effectiveness and efficiency of organizations(D'Aprile, Tal.C,2014:156)
- **Behavioral dimension :** refers to practices that are socially sustainable or can be undertaken by stakeholder-oriented institutions (D'Aprile,G,et al.,2016: 6-7)
- **affective dimension:**The emotional dimension involves the institutional value of the care of various stakeholders(D'Aprile,G. & et,al.,2014:156)

C. RESEARCH METOLOGY
a)Search problem

The problem is generally expressed as an intellectual framework that helps to describe a particular reality and to organize the purposeful effort To understand and change this reality from one case to another) (Abdul Qawi, 1989: 101)The problem is expressed by the private or public aspect as "an answer to the question or several questions ..." (Al-Kubaisi, 2011: 315). On this basis, the problem of this research was formulated through the following questions:-

1 - Is there a role of moral leaders in the promotion of social responsibility in the Directorate of Youth

2 - What is the impact of ethical leaders in social responsibility in the Directorate of Youth and   Sports   DhiQar?   and   Sports?
3. What is the relationship between moral leadership and social responsibilities in the organization in question?

4. Does the organization have an awareness of the dimensions of moral leadership and social responsibility?

5-Does the organization have an awareness of dimensions Ethical leadership and social responsibility?

b) Research Hypotheses

Based on the research problem and objectives, the main hypotheses of the research were formulated and developed in a way that clarifies the problem of research and helps in answering its questions and hypotheses are as follows:

 H1: There is a significant correlation of statistical significance between ethical leadership and its dimensions (ethics of care, ethics of justice, ethics of criticism) and social responsibility.

H2: There is a significant effect of statistical significance of ethical leadership dimensions (ethics of care, ethics ofcritique, ethics of justice)

c) Research Sample and community

The research community consists of 237 employees working in the Directorate of Youth and Sports in DhiQar, and 150 questionnaires were distributed to youth and sports forums within and outside the governorate (districts and districts) located in the north and south of DhiQar Governorate, The sample of the sample was intended for the employees of the Directorate and its affiliated forums, and distributed (150) questionnaires, the number was not retrieved (27), the retrieved questionnaires(123), the number of (3) was damaged because they are not satisfied with the conditions and the rest were not answered.

d)Measurement

The researchers adopted the questionnaire as one of the means of completing the research as the main source for obtaining the data and information related to the practical part of the research and then organizing the questions in particular axes, which included two main axes: The researchers adopted the questionnaire as one of the means of completing the research as a main source for obtaining the data and information related to the practical part of the research and then organizing the questions in certain axes, which included two main axes: The independent variable (Ethics Care, Ethics ofcritique, Ethics of Justice) The dependent variable includes three levels (cognitive dimension, behavioral dimension, affective dimension). Table (1) shows the number of paragraphs of the questions and the approved sources that were used in constructing the paragraphs of this questionnaire , And the questionnaire was presented to 13 professors who are professors of jurisprudence, and achieved (96.4%),which is an excellent rate, indicating the acceptance and approval of the competent authorities. With a high degree of dependence on The questionnaire and the results of this study and future subsequent six Audis, laboratories reassuring confirm the size and health of the application, and The alpha-cronbach coefficient was calculated for axis of the questionnaire, and Table (2) shows the results,

. **Table 1**: Variables, sub Variable, the number of paragraphs, their numbers in the questionnaire, the source adopted in the

Sale

Variables	Sub variable	No of items	Source
1 :Ethical Leadership	ethic of care	9	(Lapointe&Langlois&et,al., 2014,2016)
	ethic of critique	6	
	ethic of justice	6	
Social responsibility	Cognitivedimension	7	(D'Aprile,G&CosimoTalò, 2014,2015,2016)
	Behavioral dimension	8	
	affective dimension	6	

Table 2: The value of the stability coefficient (alpha-cronbach)

The Questionnaire Axes	value alpha-cronbach
Ethical Leadership	0,930
Social responsibility	0,945
All axles	0.965

Table3: shows the results of the statistical analysis of responses sample

Variables & Sub variable	Mean	Std. Deviation
Ethical Leadership	3.77	0.69
ethic of care	3.93	0.72
ethic of critique	3.55	0.77
ethic of justice	3.83	0.84
Social responsibility	3.80	0.70
Cognitive dimension	3.72	0.72
Behavioral dimension	3.85	0.78
affective dimension	3.82	0.77

Correlations of variables

The results shown in Table (4) That the value of the Spearman correlation coefficient between all Ethical Leadership(variable X)with the axis of Social responsibility(variableY) Overall, the statistical analysis showed a significant correlation between the variable of the totalEthical leadership and the variable of total social responsibility,The correlation coefficient of Spearman was(0.789),which is significant because the calculated T value is 14.021, (1,962) at a significant level(0.05).This means that whenever there is an obligation to apply ethical leadership to its dimensions by managers, there is a good and strong correlation to achieving and enhancing social responsibility in the sense of increasing one unit in ethical leadership and meeting an increase in responsibility meeting And the application of its dimensions.

Table (4) Correlations of variables

Ethical Leadership(X)	Social responsibility(Y)	Value (T) calculated	Spearman's correlation coefficient (r)
ethic of care	Cognitive dimension	10.890	0.708**
	Behavioral dimension	9.910	0.674**
	Affective dimension	9.466	0.657**
ethic of critique	Cognitive dimension	8.720	5.626**
	Behavioral dimension	8.318	5.608**
	Affective dimension	8.472	5.615**
ethic of justice	Cognitive dimension	11.705	0.733**
	Behavioral dimension	9.698	0.666**
	Affective dimension	11.55	0.718**

The value of t at a significant level (0.01) = 2.581

The value of t at a significant level (0.05) = 1.96

Table (6) Results of the regression of variables

The value of the tabular F at a significant level 0.05 and the degree of freedom (118, 1) = 5.10

Ethical Leadership(X)	Social responsibility(Y)	Fixed limit A	Regression parameter Beta	Value (F) calculated	Selection factor (R2)
ethic of care	Cognitive dimension	0,99	0,73	0,54	136,38
ethic of critique	Behavioral dimension	1,66	0,67	0,48	95,42
ethic of justice	Affective dimension	1,20	0,82	0,82	233,64

E) Results:

The results of the statistical analysis showed Result In general,Overall, statistical analysis showed a significant correlation between the total moral leadership variable And the total social responsibility variable. The correlation coefficients of Spearman were 0.789, the results of the statistical analysis shown in the table below show that there is a significant statistical effect at(0.05) for the variable of total moral leadership in the total social responsibility because the calculated value of (217.21)is greater than its scale of (5.10),This shows that whenever moral leaders grow up and seek to apply ethics (care, ofcritique , justice)Whenever there is an important and strong role in increasing attention to social responsibility and its development.

F) RESOURCES

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