

## DAFTAR PUSTAKA

- Adams, J. D. (1984). *Transforming Work: A Collection of Organizational Transformation Readings*, Alexandria, VA, Miles River Press.
- Afsar, B., Badir, Y., & Kiani, U. S. (2016). Linking Spiritual Leadership and Employee Pro-Environmental Behavior: The Influence of Workplace Spirituality, Intrinsic Motivation, and Environmental Passion, *Journal of Environmental Psychology*, 45, 79-88.
- Albaum, G., & Peterson, R. A. (2006). Ethical Attitudes of Future Business Leaders: Do They Vary by Gender and Religiosity?, *Business and Society*, 45(3), 300-321.
- Ananthram, S., & Chan, C. (2017). Does Being Religious or Spiritual Make You More Ethical at Work?, *The Conversation*, 1-4.
- Annas, J. (2009). *Virtue Ethics*, The Oxford Handbook of Ethical Theory, 515-536, Oxford, UK, Oxford University Press.
- APAC Fraud Survey (2017). How Should Over-Burdened Compliance Function Respond?, *EYGM Limited*.
- Ashmos, D. P., & Duchon, D. (2000). Spirituality at Work: A Conceptualization and Measure, *Journal of Management Inquiry*, 9(2), 134-145.
- Audi, R. (2015). Business Ethics from a Virtue Theoretic Perspective, *The Routledge Companion to Virtue Ethics*, 529-542.
- Ayoun, B., Rowe, L., & Yassire, F. (2015). Is Workplace Spirituality Associated with Business Ethics?, *International Journal of Contemporary Hospitality Management*, 27(5), 938-957.
- Ayranci, E., & Semercioz, F. (2011). The Relationship Between Spiritual Leadership and Issues of Spirituality and Religiosity: A study of Top Turkish Managers, *International Journal of Business and Management*, 6(4), 136.
- Bakan, J. (2004). *The Corporation: The Pathological Pursuit of Profit and Power*. London, Constable and Robinson.
- Bandura, A. (1977). *Social Learning Theory*, Englewood Cliffs, NJ: Prentice Hall.
- Bandura, A. (1986). *Social Foundations of Thought and Action*, Englewood Cliffs, NJ: Prentice-Hall.

- Baron, R. B., & Kenny, D. A. (1986). The Moderator-Mediator Distinction in Social Psychological Research: Conceptual, Strategic, and Statistical Consideration, *Journal of Personality and Social Psychology*, 51, 1173-1182.
- Barton, R. H. (2012). *Strengthening The Soul of Your Leadership: Seeking God in The Crucible of Ministry*, Downers Grove, IL, InterVarsity Press.
- Bass, B. M. (1981). *Stogdill's Handbook of Leadership: A Survey of Theory and Research (revised and expanded version)*, The Free Press, New York.
- Bass, B. M. (1985). *Leadership and Performance Beyond Expectations*. New York: The Free Press.
- Benefiel, M., Fry, L. W., & Geigle, D. (2014). Spirituality and Religion in The Workplace: History, Theory, and Research. *Psychology of Religion and Spirituality*, 6(3), 175-186.
- Benson, B., & Soldo, E. (2010). Lessons from Abroad: Leading Organisational Success through Sustainable Leadership, *The Next Generation Responsible Leaders*, 202.
- Berger, P. L., & Hefner, R. W. (2003). *Spiritual Capital in Comparative Perspective*, Paper Presented at The Spiritual Capital Planning Meeting, 10–11 October, Cambridge, Massachusetts.
- Berghofer, D. & Schwartz, G. (2007). *Ethical Leadership: Right Relationships and The Emotional Bottom Line-The Gold Standard for Success*, Institute for Ethical Leadership, 1-18.
- Bezy, K., & Makolandra, J. (2009). Spiritual and Ethical Leadership. *21st Century Theories of Education Administration*, 17.
- Blackaby, H. T. & Blackaby, R. (2001). *Spiritual Leadership: Moving People on to God's Agenda*, Nashville, TN: B&H Publishing Group.
- Bliese, P. D. (2000). Within-group Agreement, Non-independence, and Reliability: Implications for Data Aggregation and Analysis. In K. J. Klein, & S. W. Kozlowski (Eds.), *Multilevel Theory, Research, and Methods in Organizations*, 349–381, San Francisco, CA: Jossey-Bass, Inc.
- Bowin, J. (2017). *Aristotle's Virtue Ethics in A Companion to World Literature*, Hoboken, NJ: John Wiley & Sons, Inc.
- Bratton, W. W. (2002). Enron and The Darkside of Shareholder Value, *Tulane Law Rev.* 76, 1275-1361.

- Brehm, J. & Festinger, L. (1957). *Pressure Toward Uniformity of Performance in Groups*, SAGE Social Science Collection.
- Brown, M. E. & Trevino, L. K. (2013) Do Role Models Matter? An Investigation of Role Modeling as an Antecedent of Perceived Ethical Leadership, *Journal Business Ethics*.
- Brown, M. E., Trevino, L. K. & Harrison, D. A. (2005). Ethical Leadership: A Social Learning Perspective for Construct Development and Testing, *Organisational Behavior and Human Decision Processes*, 97(2), 117–134.
- Brown, M. E. & Trevino, L. K. (2006). Ethical Leadership: A Review and Future Direction, *The Leadership Quarterly* 17, 595-616.
- Brown, M. E. (2007). Misconceptions of Ethical Leadership: How to Avoid Potential Pitfalls, *Organizational Dynamics*, 36(2), 140-155.
- Brown, M. E., & Mitchell, M. S. (2010). Ethical and Unethical Leadership: Exploring New Avenues for Future Research. *Business Ethics Quarterly*, 20(4), 583-616.
- Burns, J. M. (1978). *Leadership*, New York, NY: Harper & Row.
- Carr, D., & Steutel, J. (2005). *Virtue Ethics and Moral Education*, London, UK: Routledge.
- Cavanagh, G. F. (1999). Spirituality for Managers: Context and Critique, *Journal of Organizational Change Management*, 12, 186-199.
- Chandler, C. K., Holden, J. M., & Kolander, C. A. (1992). Counseling for Spiritual Wellness: Theory and Practice, *Journal of Counseling and Development*, 71, 168-175.
- Chen, G. J. (2012). A simple Way to Deal with Multicollinearity, *Journal of Applied Statistics*, 39:9.
- Chin, W. W., Marcolin B. L., & Newsted, P. R. (1995). A Partial Least Squares Latent Variable Modeling Approach for Measuring Interaction Effects: Results from A Monte Carlo Simulation Study and Voice Mail Emotion/Adoption Study, *Proceedings of The Seventeenth International Conference on Information Systems*, 21-41.
- Chin, M. K. & Siew, N. M. (2015). *The Development and Validation of a Figural Scientific Creativity Test for Preschool Pupils*, *Creative Education*, (6)139114.

- Ciulla, J. B. (2014). *Ethics, The Heart of Leadership*, Santa Barbara, CA: ABC-CLIO.
- Conger, J. A., & Kanungo, R. N. (1987). Toward a Behavioral Theory of Charismatic Leadership in Organizational Settings, *Academy of Management Review*, 12(4), 637-647.
- Cooper, T. W. (1998). New Technology Effects Inventory: Forty Leading Ethical Issues, *Journal of Mass Media Ethics*, 13(2), 71-92.
- Cooper, D. R. & Schlinger, P. S. (2014). *Business Research Methods*, 12th ed., New York: Mc Graw Hill Book Co.
- Dalai Lama XIV (1999). *Ethics for The New Millenium*, New York: Putnam.
- Delbecq, A. L. (2005). Spiritually-Informed Management Theory: Overlaying The Experience of Teaching Managers, *Journal of Management Inquiry*, 14(3), 242-246.
- Den Hartog, D. N., House, R. J., Hanges, P. J., Ruiz-Quintanilla, S. A., Dorfman, P. W., Abdalla, I. A., & Akande, B. E. (1999). Culture Specific and Cross-culturally Generalizable Implicit Leadership Theories: Are Attributes of Charismatic/Transformational Leadership Universally Endorsed?, *The Leadership Quarterly*, 10(2), 219-256.
- Dent, E. B., Higgins, M. E., & Wharff, D. M. (2005). Spirituality and Leadership: An Empirical Review of Definitions, Distinctions, and Embedded Assumptions, *The Leadership Quarterly*, 16, 625-653.
- Dienesch, R. M. & Liden, R. C. (1986). Leader-Member Exchange Model of Leadership: A Critique and Further Development, *Academy of Management Journal*, 20, 251-259.
- Dirks, K. T., & Ferrin, D. L. (2002). Trust in Leadership: Meta-analytic Findings and Implications for Research and Practice, *Journal of Applied Psychology*, 87(4), 611.
- Doris, J. M. (1998). Persons, Situations, and Virtue Ethics, *Nous*, 32(4), 504-530.
- Doris J. M. (2002). *Lack of Character: Personality and Moral Behavior*, New York, NY: Cambridge University Press.
- Duchon, D. & Plowman, D. A. (2005) Nurturing The Spirit at Work: Impact on Work Unit Performance, *The Leadership Quarterly*, 15, 807-833.

- Eastman, K. L., Eastman, J. K., & Eastman, A. D. (1996). The Ethics of Insurance Professionals: Comparison of Personal versus Professional Ethics, *Journal of Business Ethics*, 15(9), 951-962.
- Fairholm, G. W. (1998). *Perspectives on Leadership: From The Science of Management to Its Spiritual Heart*. Westport, CT: Praeger.
- Fernando, M. & Jackson, B. (2006). The Influence or Religion-Based Workplace Spirituality on Business Leaders' Decision-Making: An Inter-Faith Study, *Journal of Management and Organization*, 12(1), 23-39.
- Ferrell, O. C. & Gresham, L. G. (1985). A Contingency Framework for Understanding Ethical Decision Making in Marketing, *Journal of Marketing*, 49(3), 87-96.
- Ferrell, O. C. & Fraedrich (1991). *Business Ethics, Ethical Decision Making and Ethics*, Boston, MA: Houghton Mifflin Company.
- Festinger, L. (1957). *A Theory of Cognitive Dissonance*, Stanford, CA: Stanford University Press.
- Fetzer Institute (1999). *Multidimensional Measurement of Religiousness/Spirituality for Use in Health Research*, John E., Fetzer Institute, Kalamazoo, MI.
- Flanagan, O. (1991). *Varieties of Moral Personality: Ethics and Psychological Realism*, Cambridge, MA: Harvard University Press.
- Fluker, W. E. (2008). Spirituality, Ethics, and Leadership, *Spirituality in Higher Education Newsletter*, 4(3), 1-6.
- Freeman, R. E. & Stewart, L. (2006). *Developing Ethical Leadership*. Bridge Paperso. Document Number (1).
- Fry, L. W. (2003). Toward a Theory of Spiritual Leadership, *The leadership Quarterly*, 14(6), 693-727.
- Fry, L. W. (2017). Workplace Spirituality and Spiritual Leadership, *The SAGE Encyclopedia of Industrial and Organizational Psychology*, 2, 1786-1790.
- Fulmer, R. M. (2004). The Challenge of Ethical Leadership, *Organizational Dynamics*, 33(3), 307-317.
- Fulmer, R. M. (2005). *What Leaders and Their Organizations Can Do to Develop Ethical Leaders*, In P. J. Doh & S. A. Stumpf (Eds.), *Handbook on*

Responsible Leadership and Governance in Global Business, Cheltenham, UK: Edward Elgar Publishing Limited, 42-53.

Geaney, J. (2012). Self as Container? Metaphors We Lose by in Understanding Early Chinese Texts, *Antiquorum Philosophia*, 5, 11.

Geis, F. L. & Moon, T. H. (1981). Machiavellianism and Deception, *Journal of Personality and Social Psychology*, 41, 766-775.

Gill, M. J. (2014). The Possibilities of Phenomenology for Organizational Research, *Organizational Research Methods*, 17(2), 118-137.

Gilligan, C. (1982). *In a Different Voice: Psychological Theory and Women's Development*, Cambridge, MA: Harvard University Press,.

Gino, F. & Moore, D. A. (2007). Effects of Task Difficulty on Use of Advice, *Journal of Behavioral Decision Making*, 20(1), 21-35.

Glover J. (2000). *Humanity: A Moral History of The Twentieth Century*, New Haven, CT: Yale University Press.

Goethals, G. R. & Sorenson, G. L. J. (2006). *The Quest for a General Theory of Leadership: New Horizons in Leadership Studies*, Cheltenham, UK: Edward Elgar Publishing Ltd.

Greenwald, A. G. (1980). The Totalitarian Ego: Fabrication and Revision of Personal History, *American Psychologist*, 35(7), 603-618.

Gundolf, K. & Filser, M. (2013). Management Research and Religion: A Citation Analysis, *Journal of Business Ethics*, 112(1), 177-185.

Hair Jr., J. F., Black, W.C., Babin, B. J. & Anderson, R. E. (2009). *Multivariate Data Analysis*, 7th Edition, Prentice Hall, Upper Saddle River, NJ.

Hampton, J. (1989). The Nature of Immorality, *Social Philosophy and Policy*, 7(1), 22-44.

Hannah, S. T., Avolio, B. J., & Walumbwa, F. O. (2011). Relationships Between Authentic Leadership, Moral Courage, and Ethical and Pro-Social Behaviors, *Business Ethics Quarterly*, 21(4), 555-578.

Hansen, J. C. (2008). A Renaissance in Nonprofit Leadership, *Leader to Leader*, 50, 15-20.

Hansen, S. D. (2011). Ethical Leadership: A Multifoci Social Exchange Perspective, *The Journal of Business Inquiry*, 10(1), 41-55.

- Hansen, S. D., Dunford, B. B., Alge, B. J., & Jackson, C. L. (2016). Corporate Social Responsibility, Ethical Leadership, and Trust Propensity: A Multi-experience Model of Perceived Ethical Climate, *Journal of Business Ethics*, 137(4), 649-662.
- Harman G. (1999). Moral Philosophy Meets Social Psychology: Virtue Ethics and The Fundamental Attribution Error, *Proceedings of The Aristotelian Society*, 99, 315-331.
- Harman G. (2003). No Character or Personality, *Business Ethics Quarterly*, 13, 87-94.
- Harmon-Jones, E. (2012). Cognitive Dissonance Theory, *Encyclopedia of Human Behavior*, Second Edition, (1) 543-549.
- Hazelrigg, L. (2009). *Inference*. In: M. Hardy and A. Bryman (eds.). *The Handbook of Data Analysis*. Sage, London, UK.
- Hayes, A. F. (2012). *PROCESS: A Versatile Computational Tool for Observed Variable Mediation, Moderation, and Conditional Process Modeling*, The Ohio State University.
- Hayes, A. F. (2018). *Introduction to Mediation, Moderation, and Conditional Process Analysis-a Regression Based Approach*, The Guilford Press-New York London.
- Hicks, D. A. (2003). *Religion and The Workplace: Pluralism, Spirituality, Leadership*, Cambridge, UK: Cambridge University Press.
- Hitt, W. D. (1990). *Ethics and Leadership: Putting Theory into Practice*, Columbus, CO: Battelle Press.
- Holmes, S. A., Langford, M., Welch, O. J., & Welch, S. M. (2002). Associations Between Internal Controls and Organization Citizenship Behavior, *Journal of Managerial Issues*, 14, 85-99.
- Honeycutt, E., Glassman, M., Zugelder, M., & Karande, K. (2001). Determinants of Ethical Behavior: A Study of Auto Sale-People, *Journal of Business Ethics*, 32, 69-79.
- Howard, S. (2002). A Spiritual Perspective on Learning in The Workplace, *Journal of Managerial Psychology*, 17, 230-242.
- Houghton, J. D., Neck, C. P., & Krishnakumar, S. (2016). That What, Why and How of Spirituality in The Workplace Revisited: A 14-year Update and

Extension, *Journal of Management, Spirituality & Religion*, 13(3), 177-205.

House, R. J. (1977). A 1976 Charismatic Theory of Leadership, in Hunt, J. G. and Larson, L. L., *Leadership: The Cutting Edge*, Carbondale, IL: Southern Illinois University Press,

Hoyt, C. L., Price, T. L., & Emrick, A. E. (2010). Leadership and The More-Important-Than-Average-Effect: Overestimation of Group Goals and The Justification of Unethical Behavior, *Leadership*, 6, 391.

Hunt, J. G., Hosking, D. M., Schriesheim, C. A., & Stewart, R. (1984). Leaders and Managers, *International Perspectives on Managerial Behavior and Leadership*, New York, NY: Pergamon Press.

Iannaccone, L. R. & Klick, J. (2003). Spiritual Capital: An Introduction and Literature Review. [Online] Available: <http://www.spiritualcapitalresearchprogram.com/pdf/review.pdf> (May 14, 2010).

James, L. R., DeMaree, R. J., & Wolf, G. (1984). Estimating Within-Group Interrater Reliability With and Without Response Bias, *Journal of Applied Psychology*, (69)85-98.

Joelle, M. & Coelho, A. (2017). The Impact of Spirituality at Work on Workers' Attitudes and Individual Performance, *The International Journal of Human Resources Management*, 13, 177-205.

Johnson, C. E. (2009). Spirituality and Ethical Leadership: Moral Persons and Moral Managers, *George Fox University Faculty Publications-School of Business*, Paper 79.

Jones, L. (1997.) A Thirst for God or Consumer Spirituality? Cultivating Disciplined Practices of Being Engaged by God, *Modern Theology*, 13(1), 3-28.

Jordan, J., Brown, M. E., Treviño, L. K., & Finkelstein, S. (2013). Someone to Look up to: Executive-follower Ethical Reasoning and Perceptions of Ethical Leadership. *Journal of Management*, 39(3), 660-683.

Kacmar, K. M., Andrews, M. C., Harris, K. J., & Tepper, B. J. (2013). Ethical Leadership and Subordinate Outcomes: The Mediating Role of Organizational Politics and The Moderating Role of Political Skill, *Journal Business Ethics*, 115, 33-44.

- Kalantari, M., R. & Khalili, R., N. (2018). The Relationship Between Spirituality in Workplace, Organizational Commitment and Professional Ethics Among Girl's Senior High School Teachers, *Iranian Journal of Psychiatry and Behavioral Science*, (3)1-6.
- Kark, R., Shamir, B., & Chen, G. (2003). The Two Faces of Transformational Leadership: Empowerment and Dependency, *Journal of Applied Psychology*, 88 (2), 246-255.
- Khan, S. R. & Javed, U. (2018). Revision of Ethical Leadership Scale, *Journal of Research and Reflections in Education*, 12(2), 121-135.
- King, J. E. & Crowther, M. R. (2004) The Measurement Of Religiosity And Spirituality-Examples And Issues From Psychology, *Journal Of Organizational Change Management*, 17 (1), 83-101.
- Kirkpatrick, S. A. & Locke, E. A. (1991). Leadership: Do Traits Matter?, *Academy of Management Executive*, 5, 48-60.
- Klesges, L. A., Baranowski, T., Beech, B., Cullen, K., Murray, D. M., Rochon, J., & Pratt, C. (2004). Social Desirability Bias in Self-Reported Dietary, Physical Activity and Weight Concerns Measures in 8-to 10-year-old African-American Girls: Result from The Girls Health Enrichment Multisite Studies (GEMS), *Preventive Medicine*, (38)578-587.
- Ko, C., Ma, J., Bartnik, R., Haney, M. H., & Kang, M. (2018). Ethical Leadership: An Integrative Review and Future Research Agenda, *Ethics & Behavior*, 28(2), 104-132.
- Koh, H. C. & Boo, E. H. Y. (2001). The Link Between Organizational Ethics and Job Satisfaction: A Study of Managers in Singapore, *Journal of Business Ethics*, 29, 309-324.
- Kohlberg, L. (1969). *State and Sequence: The Cognitive-Development Approach to Socialization*, In D. Goslin (Ed.) *Handbook of Socialization Theory and Research* (pp. 347-480), Chicago, IL: Rand-McNally.
- Kouzes, J. M. & Posner, B. Z. (1993). *Credibility: How Leader Gain and Lose It, Why People Demand It*, San Fransisco, CA: Jossey-Bass.
- Kruger, M. P. & Seng, Y. (2005). Leadership with Inner Meaning: A Contingency Theory of Leadership Based on The Worldviews of Five Religions, *The Leadership Quarterly*, 16, 771-806.
- Kubicek, M. (2005). Meaningful Management, *Training Magazine*, 10-12.

- Kuhnert, K. W. & Lewis, P. (1987). Transactional and Transformational Leadership: A Constructive/Developmental Analysis, *The Academy of Management Review*, 12(4), 648-657.
- Kumar, V. & Vij, S. (2014). The Role of Spirituality and Ethics in Transformational Leadership, *Proceedings of The International Conference on Spirituality : The Essence of Ethical Leadership and Management*, School of Management Sciences (SMS) Varanasi, India, 11, 1-16.
- Lavine, M., Bright, D., Powley, E. H., & Cameron, K. S. (2014). Exploring The Generative Potential Between Positive Organizational Scholarship and Management, Spirituality, and Religion Research, *Journal of Management, Spirituality and Religion*, 11(1), 6-26.
- Lee, J. J., Serachitopol, D., & Brown, B. W. (1997). Likelihood-Weighted Confidence Intervals for the Difference of Two Binomial Proportions, *Biometrical Journal*, 39(4), pp. 387 – 407.
- Liu, A. (2008). Measuring Spiritual Capital as A Latent Variable, [Online] Available: <http://www.researchmethods.org/MeasuringSpCapital.pdf> (May 18, 2010).
- Lowe, K. B., Kroeck, K. G., & Sivasubramaniam, N. (1996). Effectiveness Correlates of Transformational and Transactional Leadership: A Meta-Analytic Review of The MLQ Literature, *The Leadership Quarterly*, 7(3), 385-415.
- Lucas, N. J. (1999). *Lives of Integrity: Factors that Influence Moral Transforming Leaders* (Doctoral Dissertation, University of Maryland, College Park).
- Lutig, P., Mulders, G. J. L. M. L., Frerichs, R., & Greven, A. (2011). Estimating Non Response Bias and Mode Effects in A Mixed Mode Survey, *International Journal of Market Research*, 53(5), 669-686.
- Marler, P. L. & Hadaway, C. K. (2002). “Being Religious” or “Being Spiritual” in America: A Zero-Sum Proposition?, *Journal for The Scientific Study of Religion*, 41(2), 289-300.
- Martin, T. N. & Hafer, J. C. (2009). Models of Emotional Intelligence, Spiritual Intelligence, and Performance: A Test of Tischler, Biberman, and McKeage, *Journal of Management, Spirituality and Religion*, 6, 247-257.
- Mayer, D. M., Priesemuth, M., Brown, M., & Kuenzi, M. (2009). Antecedents and Consequences of Employee-Supervisor Agreement on Ethical Leadership, *Academy of Management Proceedings*.

- McAllister, D. J. (1995). Affect and Cognition-based Trust as Foundation for Interpersonal Cooperation in Organization, *Academy of Management Journal*, 38, 24-59.
- McGhee, P. & Grant, P. (2008). Spirituality and Ethical Behavior in The Workplace: Wishful Thinking or Authentic Reality, *Electronic Journal of Business Ethics and Organization Studies*, 13(2).
- McGhee, P. & Grant, P. (2015). The Influence of Managers' Spiritual Mindfulness on Ethical Behavior in Organisations, *Journal of Spirituality, Leadership, and Management*, 8(1), 12-33.
- Meng, Y. (2016). Spiritual Leadership at The Workplace: Perspectives and Theories (Review), *Biomedical Reports*, 5(4), 208-412.
- Mihelic, K. K., Lipicnik, B., & Tekavcic, M. (2010). Ethical leadership, *International Journal of Management & Information Systems (IJMIS)*, 14(5).
- Milliman, J., Czaplewski, A. J., & Ferguson, J. (2003). Workplace Spirituality and Employee Work Attitudes: An Exploratory Empirical Assesment, *Journal of Organizational Change Management*, 16(4).
- Milliman, J., Gatling, A., & Bradley-Geist, J. C. (2017). The Implication of Workplace Spirituality for Person-Environment Fit Theory. *Psychology of Religion and Spirituality*, 9(1), 1-12.
- Milliman, J., Gatling, A., & Kim, J. (S.) (2018). The Effect of Workplace Spirituality on Hospitality Employee Engagement, Intention to Stay, and Service Delivery. *Journal of Hospitality and Tourism Management*, 35, 56-65.
- Minon, C. (2017). Workplace Spirituality, Work Ethics, and Organizational Justice as Related to Job Performance Among State University Educators, *Journal of Teaching and Education*, 407-418.
- Mitonga-Monga, J., & Cilliers, F. (2016). Perceived Ethical Leadership: Its Moderating Influence on Employees' Organisational Commitment and Organisational Citizenship Behaviours, *Journal of Psychology in Africa*, 1-8.
- Mitonga-Monga, J., Flotman, A.-P., & Cilliers, F. (2016). Workplace Ethics Culture and Work Engagement: The Mediating Effect of Ethical Leadership in a Developing World Context, *Journal of Psychology in Africa*, 26(4), 326-333.

- Mitroff, I. I. & Denton, E. A. (1999). *A Spiritual Audit of Corporate America: A Hard Look at Spirituality, Religion, and Values in The Workplace*, San Francisco, CA: Jossey-Bass.
- Mukherjee, S., Bhattacharjee, S., & Singha, S., S. (2016). Workplace Spirituality : A Paradigm Shift to Ethics from Business, *IOSR Journal of Business and Management (IOSR-JBM)*, 11-15.
- Muller, D., Judd, C. M., & Yzerbyt, V. Y. (2005). When Mediation is Moderated and Moderation is Mediated. *Journal of Personality and Social Psychology*, 89, 852-863.
- Muncy, J. A. & S. J. Vitell (1992). Consumer Ethics: An Investigation of the Ethical Beliefs of The Final Consumer, *Journal of Business Research* 24(4), 297-311.
- Naidoo, M. (2014). The Potential of Spiritual Leadership in Workplace Spirituality, *Koers-Bulletin for Christian Scholarship*, 79(2), 1-8.
- Neuman, W. L. (2013). *Social Research Methods: Qualitative and Quantitative Approaches*, Essex: Pearson Education.
- Nunnally, J. C. & Bernstein, I. H. (1978). *Psychometric Theory*, Third Edition, Mcgraw-Hill, Inc.
- Ogunfowora, B. (2013). The Impact Of Ethical Leadership Within The Recruitment Context: The Roles Of Organizational Reputation, Applicant Personality, And Value Congruence, *The Leadership Quarterly*.
- Patzer, M. & Voegtlin, C. (2010). *Leadership Ethics and Organizational Change: Sketching the Field*, University of Zurich, Zurich, Switzerland.
- Paul, A. M. (1999). One Mean Renaissance Man, Accessed October 12, 2019, <https://www.salon.com/1999/09/13/machiavelli/>
- Pawar, B. S. (2009). Some of The Recent Organizational Behavior Concepts as Precursors to Workplace Spirituality, *Journal of Business Ethics*, 88(2), 245-261.
- Petrick, J. A. & Quinn, J. F. (2001). The Challenge of Leadership Accountability for Integrity Capacity as A Strategic Asset, *Journal of Business Ethics*, 34, 331-343.
- Petry, E. S., Mujika, A. E., & Vickery, D. M. (1998). Sources and Consequences of Workplace Pressure: Increasing The Risk of Unethical and Illegal Business Practices, *Business and Society Review*, 99, 25-30.

- Pfeffer, J. (1977). The Ambiguity of Leadership, *Academy of Management Review*, 2, 104-112.
- Phipps, K. A. (2011). Spirituality and Strategic Leadership: The Influence of Spiritual Beliefs on Strategic Decision Making, *Journal of Business Ethics*, (106)2, 177-189.
- Piaget, J. (1932). *The Moral Development of The Child*, London, UK: Kegan Paul.
- Piaget, J. (1965). The Stages of The Intellectual Development of The Child, *Educational Psychology in Context: Readings for Future Teachers*, 98-106.
- Podsakoff, P. M., MacKenzie, S. B., Moorman, R. H., & Fetter, R. (1990). Transformational Leader Behaviors and Their Effects on Followers' Trust in Leader, Satisfaction, and Organizational Citizenship Behaviors, *Leadership Quarterly*, 1(2), 107-142.
- Posner, B. Z., & Schmidt, W. H. (1992). Values and The American manager: An Update, *California Management Review*, 34(3), 80-94.
- Preacher, K. J., Rucker, D. D., & Hayes, A. F. (2007). Addressing Moderated Mediation Hypotheses: Theory, Methods, and Prescriptions, *Multivariate Behavioral Research*, 42(1), 185-227.
- Price, T. L. (2003). The Ethics of Authentic Transformational Leadership, *The Leadership Quarterly* 14, 67-81.
- Price, T. L. (2006). *Understanding Ethical Failures in Leadership*, New York, NY: Cambridge University Press.
- Quinn, P. L. (1990). The Recent Revival of Divine Command Ethics, *Philosophy and Phenomenological Research*, 50, 345-365.
- Quin, J. J. (1997). Personal Ethics and Business Ethics: The Ethical Attitudes of Owner/Managers of Small Business, *Journal of Business Ethics* 16, 119-127.
- Reave, L. (2005). Spiritual Values and Practices Related to Leadership Effectiveness, *The Leadership Quarterly*, 16, 655-687.
- Resick, C. J., Hanges, P. J., Dickson, M. W., & Mitchelson, J. K. (2006). A Cross-Cultural Examination of the Endorsement of Ethical Leadership, *Journal of Business Ethics*, 63, 345-359.

- Richoltz, B. (2009). *Bailout Nation: How Greed and Easy Money Corrupted Wall Street and Shook The World Economy*, Hoboken, NJ: John Wiley & Sons, Inc.,
- Roberts, N. C. (1985). Transforming Leadership: A Process of Collective Action, *Human Relations*, 28, 1023-1046.
- Rowe, G. J. R. (2018). *Ethical Leadership and Ethical Behavior in The Large Publicly Traded United States-Based Banks*, Doctoral Study Submitted in Partial Fulfillment of the Requirements for the Degree of Doctor of Business Administration.
- Rozuel, C. & Kakabadse, N. (2010). Ethics, Spirituality and Self: Managerial Perspective and Leadership Implications, *Business Ethics: A European Review*, 19(4).
- Rubin, R. S., Dierdorff, E. C., & Brown, M. E. (2010). Do Ethical Leaders Get Ahead? Exploring Ethical Leadership and Promotability, *Business Ethics Quarterly*, 20(2), 215-236.
- Sanders, J. O. (1988). *Christian Spiritual Leadership*, Seoul, South Korea: Ae Chan Co.
- Schaubroeck, J. M., Hannah, S. T., Avolio, B. J., Steve, W. J., Kozlowski, Lord, L. G., Trevino, L. K., Dimotakis, N., & Peng, A. C. (2012). Embedding Ethical Leadership Within and Across Organization Levels, *Academy Of Management Journal*, 55(5), 1053-1078.
- Schermerhorn, J. R. (1999). Terms of Global Business Engagement in Ethically Challenging Environments: Applications to Burma, *Business Ethics Quarterly*, 9(3), 485-505.
- Sekaran, U. & Bougie, R. (2016). *Research Methods for Business: A Skill Building Approach*, 7th ed., Chichester: John Wiley & Sons.
- Sezer, O., Gino, F., & Bazerman, M. H. (2015). Ethical Blind Spots: Explaining Unintentional Unethical Behavior, *Current Opinion in Psychology*, 6, 77-81.
- Shamir, B., House, R. J., & Arthur, M. B. (1993). The Motivational Effects of Charismatic Leadership: A Self-Concept Based Theory, *Organization Science*, 4(4), 577-594.
- Shamir, B., Zakay, E., Breinin E., & Popper, M. (1998). Correlates of Charismatic Leader Behavior in Military Units: Subordinates' Attitudes, Unit

Characteristics, and Superiors' Appraisals of Leader Performance, *The Academy of Management Journal*, 41(4), 387-409.

Sharma, M. L. & Hussain, A. (2012). Workplace Spirituality and Engagement among Employees in Public and Private Sector Organization. *International Journal of Social and Allied Research*, 1(1), 5-9.

Shaw, W. H. (1999). *Business Ethics*. Belmont, CA: Wadsworth.

Shieh, G. (2010). On the Misconception of Multicollinearity in Detection of Moderating Effects: Multicollinearity is Not Always Detrimental, *Multivariate Behavioral Research*, 45, 483–507.

Singh, R. K. & Singh, A. V. (2011). The Interplay of Leadership, Power, and Spirituality, *SMS Varanasi*, 4(1).

Soder, P. F. (2016). Workplace Spirituality and Employee Work Intentions: Examining The Relationship and The Mediating Role of Ethical Leadership, *Electronic Theses and Dissertations*, Paper 2569.

Solomon, R. C. (1984). Getting Angry: The Jamesian Theory of Emotion in Anthropology, *Culture Theory: Essay on Mind, Self, and Emotion*, 238-254, Cambridge University Press.

Sparks, B. N. (2008). *Journey-A Traveller's Guide to Leadership*, Durbanville, Sotuh Africa: Basil Sparks.

Steinbauer, R., Renn, R. W., Taylor, R. R., & Njoroge, P. K. (2014). Ethical Leadership and Followers' Moral Judgment: The Role of Followers' Perceived Accountability and Self-Leadership, *Journal Bussiness Ethics*, 120, 381-392.

Tajfel, H. (1974). Social Identity and Intergroup Behavior, *Social Science Information*, 13, 65-93.

Tajfel, H. (1981). *Human Groups and Social Categories: Studies in Social Psychology*, Cambridge: Cambridge University Press.

Tajfel, H. (1982). Social Psychology of Intergroup Relations, *Annual Review of Psychology*, 33(1), 1-39.

Tajfel, H. & Turner, J. C. (1985). *The Social Identity Theory of Intergroup Behaviour*, In: Worchel, S. and Austin, W.G., Eds., *Psychology of Intergroup Relations*, 2nd Edition, Nelson Hall, Chicago, 7-24.

- Tajfel, H. & Turner, J. C. (1986). *The Social Identity Theory of Inter-Group Behavior*, In: S. Worchel & W. G. Austin (Eds.), *Psychology of Intergroup Relations*, Chicago: Nelson-Hall.
- Tansey, R., G., Brown, M. R., Hyman, & L. E. Dawson, Jr. (1994). Personal Moral Philosophies and The Moral Judgments of Salespeople, *Journal Ethical Culture, Journal of The Academy of Marketing Science*, 21(4), 331-337.
- Thomas, D. A. & Ely, R. J. (2001). A New Paradigm for Managing Diversity, *Harvard Business Review*, 74(5), 79-94.
- Thompson, B. (2002). What Future Quantitative Social Science Research Could Look Like: Confidence Intervals for Effect Sizes, *Educational Researcher*, 31(3), pp. 25-32.
- Tichy, N. M. & Devanna, M. A. (1986). *The Transformational Leader*, New York, NY: Wiley.
- Tischler, L., Biberman, J., & McKeage, R. (2002). Linking Emotional Intelligence, Spirituality, and Workplace Performance, *Journal of Managerial Psychology*, 17, 203-218.
- Toor, S. R. & Ofori, G. (2009). Ethical Leadership: Examining the Relationships with Full Range Leadership Model, Employee Outcomes, and Organizational Culture, *Journal of Business Ethics*, 3.
- Trevino, L. K. (1986). Ethical Decision Making in Organizations, *Academy of Management Review*, 11, 601-671.
- Trevino, L. K., Hartman, L. P., & Brown, M. (2000). Moral Person and Moral Manager: How Executives Develop a Reputation for Ethical Leadership. *California Management Review*, 42(4), 128-142.
- Trevino, L. K., Brown, M. E. & Hartman, L. P. (2003). A Qualitative Investigation of Perceived Executive Ethical Leadership: Perceptions from Inside and Outside The Executive Suite, *Human Relations*, 56(1), 5-37.
- Trice, H. M. & Beyer, J. M. (1986). Charisma and Its Routinization in Two Social Movement Organizations, *Research in Organizational Behaviour*, 8, 113-164.
- Trott, D. (1996). *Spiritual Well-Being of Workers: An Exploratory Study of Spirituality in The Workplace*, Doctoral Dissertation, University of Texas at Austin.

- Tsalikis, J. & D. J. Fritzsche (1989). Business Ethics: A Literature Review with a Focus on Marketing Ethics, *Journal of Business Ethics* 8(9), 695-744.
- Turnipseed, D. L. (1994). The Relationship Between The Social Environment of Organizations and The Climate for Innovation and Creativity, *Creat Innovation Manage*, 3, 184–195.
- Turnipseed, D. L. & Murkison, E. (1996). Organizational Citizenship Behavior: An Examination of The Influence of The Workplace, *Leadership Organ Dev J*, 17, 42–48.
- Turnipseed, D. L. (2002). Are Good Soldiers Good? Exploring The Link Between Organization Citizenship Behavior and Personal Ethics, *Journal of Business Research*, 55, 1–15.
- Van den Akker, L., Heres, L., Lasthuizen, K. M., & Six, F. E. (2009). Ethical Leadership and Trust: It's All About Meeting Expectations. *International Journal of Leadership Studies*, 5(2), 102-122.
- Van Seters, D. A. & Field, R. H. G. (2007). The Evolution of Leadership Theory, *Journal of Organizational Change Management*, 29-45.
- Waggoner, J. (2010). Ethics and Leadership: How Personal Ethics Produce Effective Leaders. *CMC Senior Theses*.
- Waldman, D. A., Bass, B. M., & Einstein, W. O. (1987). Leadership and Outcomes of Performance Appraisal Processes, *Journal of Occupational Psychology*, 60, 177-186.
- Wierenga, E. (1983). A Defensible Divine Command Theory, *Nous*, 387-407.
- Wilson, B. R. & Creswell, J. (2001). *New Religious Movements: Challenge and Response*, Padstow, Cornwall, UK: TJ International Ltd.
- Wu, L. Z., Kwan, H. K., Yim, F. H. K., Chiu, R. K., & He, X. (2015). CEO Ethical Leadership and Corporate Social Responsibility: A Moderated Mediation Model, *Journal of Business Ethics*, 130(4), 819-831.
- Yammarino, F. J. & Bass, B. M. (1990). Long-term Forecasting and of Transformational Leadership and Its Effect among Naval Officers: Some Preliminary Findings, In K. E. Clark and M. B. Clark (Eds.), *Measures of Leadership* (pp. 151-169), West Orange, NY: Leadership Library of America.

- Yang, C. (2014). Does Ethical Leadership Lead to Happy Workers? A Study on The Impact of Ethical Leadership, Subjective Well-Being, and Life Happiness in The Chinese Culture, *Journal Business Ethics*, 123, 513-525.
- Yazdani, N., & Murad, H. S. (2015). Toward an Ethical Theory of Organizing, *Journal of Business Ethics*, 127(2), 399-417.
- Yukl, G. A. (1989). Managerial Leadership: A Review of Theory and Research, *Journal of Management*, 15(2), 251-289.
- Zellars, K. L. & Perrewe, P. L. (2003). The Role of Spirituality in Occupational Stress and Well-Being, In R. A. Giacalone & C. L. Jurkiewicz (Eds.), *Handbook of Workplace Spirituality and Organizational Performance* (pp 300-313), New York: M. E. Sharp.
- Zhu, Y., Sun, Li-Yun, & Leung, A. S. M (2013). Corporate Social Responsibility, Firm Reputation, and Firm Performance: The Role of Ethical Leadership, *Asia Pacific Journal Management*, 31, 925-947.
- Zhu, W., Treviño, L. K., & Zheng, X. (2016). Ethical Leaders and Their Followers: The Transmission of Moral Identity and Moral Attentiveness, *Business Ethics Quarterly*, 26(1), 95-115.