

REFERENCES

- Allen, N.J. and Meyer, J.P. (1990). The measurement and antecedents of affective, continuance, and normative commitment to the organization. *Journal of Occupational Psychology*, 63 (1), 1-18.
- Aube, C., Rousseau, V., and Morin, E.M. (2007). Perceived organizational support and organizational commitment: The moderating effect of locus of control and work autonomy. *Journal of Managerial Psychology*, 22(5), 479-495.
- Baron, R.M. and Kenny, D. A. (1986). The moderator-mediator variable distinction in social psychological research: Conceptual, strategic, and statistical considerations. *Journal of Personality and Social Psychology*, 51 (6), 1173-1182.
- Blau, P. M. (1964). *Exchange and power in social life*. New York: Wiley & Sons.
- Brown, M.E., Treviño, L.K. and Harrison, D. (2005). Ethical leadership: a social learning perspective for construct development and testing. *Organizational Behavior and Human Decision Processes*, 97 (2), 117-134.
- Brown, M.E. and Treviño, L.K. (2006). Ethical leadership: a review and future directions. *Leadership Quarterly*, 17 (6), 595-616.
- Chew, Y.T. and Wong, S.K. (2008). Effects of career mentoring experience and perceived organizational support on employee commitment and intentions to leave: A Study among hotel workers in Malaysia. *International Journal of Management*, 25 (3), 692-700
- Coyle-Shapiro, J.A. and Shore, L.M. (2007). The employee-organization relationship: where do we go from here? *Human Resource Management Review*, 17 (2), 166-179.

- Demirtas, O. 2015. Ethical leadership influence at organizations: Evidence from the field. *Journal of Business Ethics*, 126(2), 273-284.
- Eisenberger, R., Huntington, R., Hutchison, S. and Sowa, D. (1986). Perceived organizational support. *Journal of Applied Psychology*, 71(3), 500-507.
- Eisenberger, R., Armeli, S., Rexwinkel, B., Lynch, P.D. and Rhoades, L. (2001). Reciprocation of perceived organizational support. *Journal of Applied Psychology*, 86 (1), 42-51.
- Fuller, J. B., Hester, K., Barnett, T., Frey, L., & Relyea, C. (2006). Perceived organizational support and perceived external prestige: Predicting organizational attachment for university faculty, staff, and administrators. *The Journal of Social Psychology*, 146(3), 327-347.
- Fuller, J.B., T. Barnett, K. Hester, C. Relyea, (2003). A social identity perspective on the relationship between perceived organizational support and organizational commitment. *Journal of Social Psychology*, 143, 789-90.
- Gouldner, A. W. (1960). The norm of reciprocity: A preliminary statement. *American Sociological Review*, 25, 161-178.
- Joo, B.K.B. (2010) Organizational Commitment for Knowledge Workers: The Roles of Perceived Organizational Learning Culture, Leader-Member Exchange Quality, and Turnover Intention. *Human Resource Development Quarterly*, 21, 69-85.
- Kurtessis, J. N., Eisenberger, R., Ford, M. T., Buffardi, L., Stewart, K. A., and Adis, C. S. (2015 in press). Perceived organizational support: A meta-analytic evaluation of organizational support theory. *Journal of Management*.
- Loi, R., Lam, L.W., Ngo, H.Y. and Cheong, S. 2015. Exchange mechanisms between ethical leadership and affective commitment. *Journal of Managerial Psychology*, 30 (6), 645-658.

- Lumley, E. J., Coetzee, M., Tladinyane, R., and Ferreira, N. (2011). Exploring the job satisfaction and organizational commitment of employees in the information technology environment. *Southern African Business Review*, 15 (1), 100-118.
- Mayer, D., Aquino, K., Greenbaum, R., and Kuenzi, M. (2012) Who displays ethical leadership, and why does it matter? An examination of antecedents and consequences of ethical leadership. *Academy Management Journal*, 55, 151-171.
- Mayer, D.M., Kuenzi, M., Greenbaum, R., Bardes, M. and Salvador, R. (2009). How does ethical leadership flow? Test of a trickle-down model. *Organizational Behavior and Human Decision Processes*, 108 (1), 1-13.
- Meyer, J.P., Stanley, D.J., Herscovitch, L. and Topolnytsky, L. (2002). Affective, continuance, and normative commitment to organization: a meta-analysis of antecedents, correlates, and consequences. *Journal of Vocational Behavior*, 61 (1), 20-52.
- Meyer, J. P., & Allen, N. J. (1991). A three-component conceptualization of organizational commitment. *Human Resource Management Review*, 1, 61–89.
- Meyer, J. P., Allen, N. J., and Smith, C., (1993). Commitment to organizations and occupations: Extension and test of a three-component conceptualization. *Journal of Applied Psychology*, 78, 538–551.
- Mohamed, F., Taylor, G.S., & Hassan, A. (2006). Affective commitment and intent to quit: The impact of work and non-work related issues. *Journal of Managerial Issues*, 18, 512- 529.
- Ponnu, C. H., and Tennakoon, G. (2009). The association between ethical leadership and employee outcomes the Malaysian case. *Electronic Journal of Business Ethics and Organisation Studies*, 14(1), 21-32.

- Rhoades, L. and Eisenberger, R. (2002). Perceived organizational support: a review of the literature. *Journal of Applied Psychology*, 87 (4), 698-714.
- Rhoades, L., Eisenberger, R., and Armeli, S. (2001). Affective commitment in the organization: The contribution of perceived organizational support. *Journal of Applied Psychology*, 86, 825–836.
- Sekaran, U., and Bougie, R. (2010). *Research methods for business: A skill building approach*. New York: Wiley.
- Shore, L. M., & Shore, T. H. (1995). Perceived organizational support and organizational justice. In R. S. Cropanzano & K. M. Kacmar (Eds.), *Organizational politics, justice, and support: Managing the social climate of the workplace* (pp. 149–164). Westport, CT: Quorum
- Somers, M. J. 1995. Organizational commitment, turnover and absenteeism: An examination of direct and interaction effects. *Journal of Organizational Behavior*, 16, 49–58.
- Treviño, L. K., and Brown, M. E. (2004). Managing to be ethical: Debunking five business ethics myths. *Academy of Management Executive*, 18, 69–81.
- Treviño, L. K., Brown, M., and Hartman, L. P. (2003). A qualitative investigation of perceived executive ethical leadership: Perceptions from inside and outside the executive suite. *Human Relations*, 55, 5–37.
- Wayne, S. J., Shore, L. M., and Liden, R. C. (1997). Perceived organizational support and leader-member exchange: A social exchange perspective. *Academy Management Journal*, 40(1): 80-111.
- Xu, A.J., Loi, R. and Ngo, H. 2016. Ethical Leadership Behavior and Employee Justice Perceptions: The Mediating Role of Trust in Organization. *Journal of Business Ethics*, 134 (3), 493-504.

Zhu, W., May, D. R., and Avolio, B. J. (2004). The impact of ethical leadership behavior on employee outcomes: The roles of psychological empowerment and authenticity. *Journal of Leadership & Organizational Studies*, 11(1), 16-26.