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The Institutionalization of Ethics in Pakistan: An Emergent Dimension of 'Responsibility' and the Contingent Effect of the Sector and Market Context

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Abstract

This research investigated the degree of prevalence of institutionalization of ethics in Pakistan across organizations, the effect of explicit ethics institutionalization on implicit ethics institutionalization (aka ethical work climate), and the contingent role of the sector, market context, and gender by employing time-lagged survey research design. Post-hoc analysis revealed that ethics institutionalization construct has a third dimension, not identified in the previous research, named responsibility, with a focus on top-management assuming responsibility for illegal and unethical decision making on part of employees. This new dimension makes sense from social exchange theory and responsible leadership perspectives. It was also found that there is an indirect effect of explicit ethics institutionalization on responsibility through implicit ethics institutionalization. The future research should build on and extend this assertion.



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