

Impact of Ethical Leadership on Administrative Innovation in Insurance Sector Through the Mediating Factor of Knowledge Process Capability

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Abstract

Aim: The paper purpose is to assess the impact of ethical leadership on administrative innovation in insurance sector through the mediating factor of knowledge process capability

Data Sources: This study exercised a standardized survey used as a data collection mechanism. Based on the proposed model, the study used two separate data prepared and distributed to employees working in public sector life insurers, i.e., LIC of India: one for followers, branch managers, and assistant managers. The survey scales related to ethical leadership were collected from the employees. At the same time, items used to measure knowledge process capability and administrative innovation was collected from the branch managers and assistant branch managers.

Sampling: The study used both purposive non-probability sampling to select sample branches, and simple random sampling to go for respondents of ethical leadership scale were used. The target populace of this study was the permanent employees of LIC of India, with a total of 68 branches and a total population size of 2067 (1700 employees and 367 managers, assistant managers, and chief managers). The total sample size was 367 since the total manager category employees were 367. The sample size was restricted to 367 and distributed the questionnaire copy was to get the responses. Out of 367 distributed questionnaires, only 355 responses were generated from manager-level category employees and sub-ordinate employees

Findings: The study originated ethical leadership positively impacts administrative innovation through knowledge process capability. The knowledge process capability significantly influences administrative innovation

optimistically. Furthermore, knowledge process capability has a partial mediation role in the association between ethical leadership and administrative innovation. Implications: This study offers a theoretical frame; if one calls it a window, the first encourages our insight over high order moral or ethical leadership and its dent over knowledge process augmentation and new ways for the structural frame for day-to-day function. Secondly, this work pioneering in a way brings out ways to bring in capacity to steer for knowledge and put to use well all the time. As the contour profit seeing organizations are the same, insurers benefiting from the idea is familiar. Thirdly, a new insight of this work is KPC helps in transferring good outcomes of innovations in administration aided by ethical leadership.

Keywords: Ethical leadership, Knowledge process capability, Administrative innovation, Insurance sector