**RES-850 Modified 10 Strategic Points Template**

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| **Article Citation** | Kottke, J., & Pelletier, K. (2013). Measuring and differentiating perceptions of supervisor and top leader ethics. Journal of Business Ethics, 113(3), 415-428. doi:10.1007/s10551-012-1312-8<http://library.gcu.edu:2048/login?url=http://search.ebscohost.com/login.aspx?direct=true&db=bth&AN=87015723&site=eds-live&scope=site> |
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| **Point** | **Description**  | **Location****(Page #)** |
| **Broad Topic Area** | The broad topic area was:  |  |
| **Lit Review** | This article is about how effective leadership can bring about a positive results in the workplace or organization. However, if the organization/company is going smoothly without a member of management, the chances are they are likely to have problems. From the article of Kottke and Pelletier, there are different avenues of leadership can be looked upon at a different companywide perspective. The author believes that the findings were based upon surveys conducted from employees that had been a part of a company or organization for years.  | Page 419 |
| **Problem Statement** | The problem statement is |  |
| **Research Questions** |  |  |
| **Sample** | The sample that was used in the article were in the first sample were to differentiate between the different views of supervisors and top ethical leaders. The second sample looked at the different relationships between individual employee perceptions of top managers and immediate supervisors ethical tendencies climate citizenship behaviors. n our second study, and sought additionalevidence that the perceptions of ethical behavior would bedifferentiated for top leadership and immediate supervi-sors. | Page 419 |
| **Describe Phenomena (qualitative) or Define variables/ Hypotheses (quantitative)** | The article used were qualitative and quantitative data. for thePELS were screened for univariate and multivariate outli-ers. No univariate outliers were found. Using a v2criticalvalue of 29.6 (p\0.001), eight multivariate outliers weredetected; these cases were excluded from the subsequentfactor and reliability analyses (resulting n=293). Inaddition, the scaled variables were also examined for uni-variate outliers. Eight outliers were deThe variables that were used to be hypothesized would be related differentially to PELs at the top level of the organization/company. The different variables that were used in this article as it relates to Table 2: time, financial resources, ethics code awareness, decision making information. In Table 1: the variables used were: correlation analysis between different managers.  | Page 419 |
| **Methodology & Design** |  |  |
| **Purpose Statement** | The purpose of this article is to provide evidence that PELS could be differentiated into measurable perceptions of leader’s ethic and views of the ethics of the immediate supervisor. The second study also provides additional evidence for such at level of the individual followers and individual attitudes and behaviors that were expected from leaders. | Page 416 |
| **Data Collection Approach** |  | Page 417 |
| **Data Analysis Approach** | The data approach used: | Page 417 |
| **Evaluation** (Maximum 250-500 words) |