

ORGANIZATIONAL BEHAVIOR, LOCUS OF CONTROL, AND ETHICAL LEADERSHIP OF SCHOOL HEADS

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ABSTRACT

This study entitled “Organizational Behavior, Locus of Control and Ethical Leadership of School heads” was conducted in the different elementary schools of 3rd Congressional District, Division of Cotabato. This study shows the different exemplary that would give the best findings.

This mixed-method study employing the sequential-exploratory design aimed to determine the positive organizational behavior, locus of control, ethical leadership of school heads. For analyzing and interpreting quantitative data, descriptive-correlation was used, and qualitative data was incorporated depending on the studied quantitative result. There were 151 elementary school heads responded to the validated questionnaire. Fifteen (15) of them participated in the in-depth interview.

Results revealed that their level of organizational behavior, locus of control, and ethical leadership was high. There was a significant relationship between positive organizational behavior and ethical leadership. The same can be seen with positive organizational behavior and locus of control. Hope, optimism, and resiliency are the dimensions of positive organizational behavior which influenced ethical leadership of the school heads. The locus of control of the school heads influenced their ethical leadership. Hence the hypothesis of the study is rejected. The school heads showed positive behavior in the workplace by assisting teachers for professional development, involving teachers in planning, and appreciating teachers for their performance. And, the school heads show control of their behavior in the workplace by reminding teachers of their commitments, holding their emotion, and solving problems by calling teachers’ attention. It was concluded that they observed a very high level in all aspects. The positive organizational behavior of the school heads is reflected on their ethical leadership. Also, the locus of control strongly supports their ethical leadership in general. The positive organizational behavior and locus of control of the school heads highly influenced their ethical leadership. School heads care and are committed to support the teachers.

KEYWORDS: Locus of Control, Organizational Behavior & Ethical Leadership of School Heads