

The Effect of Democratic Leadership on Organizational Cynicism: A Study on Public Employees

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Abstract

This study assessed the relationships between democratic leadership and organizational cynicism among the public employees in the sample. The correlation value shows that there is a negative relationship between variables. Also, the democratic leadership can be considered as one of the predictors of the organizational cynicism with three sub-dimensions as cognitive, affective, and behavioral cynicism. Depending on the t-test results, there are not significant differences between two groups with the organizational cynicism and democratic leadership. Understanding the negative effect of the democratic leadership on the organizational cynicism indicates that the behavior of the leader can determine the perception of the employee directly.

Keywords: Democratic leadership, leader, cynicism, organizational cynicism, employees