The Relationship between Authentic Leadership and Employees' Virtual Loafing and Cynic Behaviors

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Abstract

The main purpose of this study is to investigate whether the managers' authentic leadership styles affect employees' organizational cynicism and virtual loafing behavior. The sample of the study consists of 208 administrative staff at Ahi Evran University. According to the results of the study, it is clear that the authentic leadership reduces organizational cynicism and does not reduce the virtual loafing; and organizational cynicism behaviors have an increasing effect on virtual loafing. Sample of the research consists of administrative personnel working at Ahi Evran University located in Kırşehir. First of all, descriptive statistics, correlation, and hierarchical regression analyses were conducted related to the hypotheses tests. The results of these analyses revealed that a negative relationship existed between authentic leadership and organizational cynism, while there was a positive relationship between organizational cynism and virtual loafing. Moreover, no negative relation was found between authentic leadership and virtual loafing, which was one of the hypotheses of the research.

Keywords: Authentic leadership, organizational cynicism, virtual Loafing