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ASSESSING THE IMPACT OF ETHICAL LEADERSHIP ON WELL-BEING IN THE NEWSPACE
INDUSTRY

Abstract

The relationship between ethical leadership and employee well-being has often been overlooked. This problem has been suggested to hold negative outcomes on employees and organisations. Little to no research exists on ethical leadership and well-being within the NewSpace industry, which is a high performance, demanding field of work. Based on social exchange theory, this cross-sectional study investigated the effect of ethical leadership on employee eudaimonic well-being, as well as underlying mechanisms and factors such as distributive justice. The sample was comprised of 101 adults working in the NewSpace industry, who completed measures of demographics, ethical leadership, eudaimonic well-being, and distributive justice. A simple mediated regression was used to examine the hypotheses, which was further investigated through a Sobel test, and bootstrapping through PROCESS software. The results revealed that ethical leadership significantly influenced employee eudaimonic well-being. This effect was significantly mediated by distributive justice. These findings shine light on under researched areas within leadership and well-being literature, and may provide novel strategies for NewSpace organisations to tackle issues of leadership, well-being, and distributive justice. Recommendations are proposed.