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THE BENEFIT OF ETHICAL LEADERSHIP FOR ORGANIZATION AND EMPLOYEES

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Introduction. Globalization has created a market dynamic that demands higher levels of efforts from employees and requires true expertise in leadership. Recent ethical scandals in business turned scientists' attention to an ethical leadership. Despite the growing number of studies, that analyze ethical leadership outcomes, there is still a lack of research, that would integrate them and expand the understanding of how ethical leadership impacts employee attitudes and behavior. Organizational commitment (as an attitude), and employee voice (as a behavior) are useful both for organization and employees themselves. Therefore, the aim of this study was to assess the relationship between perceived ethical leadership, organizational commitment, and employee voice.

Methodology. 228 private sector employees (165 women and 63 men) from different educational backgrounds participated in the survey. Their age ranged from 19 to 69 years (average – 28) and the average work experience in a current organization was 4 years.

An online survey with three questionnaires – M. E. Brown, L. K. Trevino, D. Harrison (2005) ethical leadership scale, a modified version of J. P. Meyer et al. (1993) organizational commitment scale, L. Van Dyne and J. A. LePine (1998) employee voice scale – was used in this study. Additionally, some sociodemographic questions were included.

Results. It was found that the more a leader is perceived as ethical, the more employees are willing to share their comments about work related issues. Moreover, organizational commitment was positively related to employee voice. The results of the study also showed that the more a leader is perceived as ethical, the greater employee organizational commitment is. Comprehensive analysis of the relationship between these three phenomena showed that effective commitment partially mediates the relationship between ethical leadership and employee voice.

Conclusions and implication. Previous research showed that organizational commitment was associated with higher job satisfaction, better work performance, organization's goal

achievement, lower turnover and absenteeism rates, stronger employee feelings of belonging and safety. Whereas employee voice was associated with greater employee psychological well-being, feeling of control, lower stress levels. it also helped managers to make better decisions, fix problems. and focus on innovation. Therefore, in order to gain these benefits, it is worth for organizations to invest into ethical leadership, which, as this study confirmed, has a positive effect on both organizational commitment and employee voice.

INTEGRATING SELF–DETERMINATION THEORY AND STRESS THEORY FOR THE PREDICTION OF HEALTH ASPECTS: THEORETICAL ANALYSIS

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Several decades ago the idea that stress phenomenon, especially talking about coping process, may be related with the aspects of individual motivation was introduced (Lazarus, 1991). Both, Transactional Stress Theory, and the major motivational theory Self-Determination Theory, has been widely applied in the research of health and well-being (Ng et al., 2012; Schneiderman, Ironson, Siegel, 2008). Nevertheless, there are just several theoretical attempts to integrate these two theories (Ntoumanis, Edmunds, Duda, 2009; Weinstein, Ryan, 2011). The aim of this theoretical analysis is to investigate the possible links and integration of Transactional Theory of Stress and Coping and the Self-Determination Theory in prediction of various health aspects.

The findings suggest that there is a lack of empirical attempts to apply the integrated model of stress and motivation theories. The proposed theoretical model may be the significant step forwards to the empirical verification of the possible complex links between Transactional Theory of Stress and Coping and the Self-Determination Theory in predicting health and well-being. The presented model is going to be applied in the context of higher education during the empirical research.

COMPUTERIZED SOLUTION-FOCUSED SELF-HELP PROGRAM: DEVELOPMENT AND OUTCOME

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A number of self-help tools have been introduced during last decades striving for cost-effectiveness and accessibility of psychological help and relying on the idea that people are capable of changing on their own. Solution-focused approach stresses the idea of constant

change, person's strengths, and ability to initiate positive change. Both approaches share strive for achieving maximum with minimal amount of effort. Despite these communalities, there are only few available tools of self-help based on solution-focused ideas with no data on their effectiveness, however.

The presentation is aimed at presenting the solution-focused self-help tool developed by the presentation authors: the idea, the development steps (paper & pencil worksheet; computerized tool; interactive computer program), examples, main outcome results in the groups of psychology students in each step of the development, possibilities for practical implication, and further development.

The outcome studies in each step of the self-help tool development were conducted in the groups of psychology students. The study design in all cases involved comparison groups with pre- and post- intervention evaluations using subjective and standardized measures. The results revealed that positive changes in the life area chosen for change by the participants were significantly larger than in comparison groups when applying all forms of solution-focused self-help. Besides, magnitude of positive change tends to grow along with the increase of the interactivity of the self-help tool.

UNDERSTANDING HOW COUPLES MAINTAIN MONOGAMY: THE DEVELOPMENT OF A THEORY OF PROTECTIVE FACTORS USING GROUNDED THEORY

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The purpose of this study was to expose a theory, which explains how married persons maintain monogamy. Ten participants were interviewed twice, using a semistructured interview format, which lasted approximately 45 minutes to one hour and 30 minutes. The interviews were transcribed verbatim. Grounded theory methods of data collection and analysis were used. Member-checking, bracketing, peer-review, analytic memos, and external auditing were used throughout the study for verification purposes. Participation in the study was based on the inclusionary criteria of: (a) being legally married in the United States, (b) being 18 years or older, (c) having never cheated (i.e., emotionally or sexually) in their current marriage, (d) being able to read and speak English, and (e) being willing to be interviewed twice. The data supported the finding that monogamy is maintained by small, continual, and consistent efforts in each protective factor area. The protective factors include: (a) practicing congruence; (b) fostering values and beliefs which support monogamy; (c) building a secure attachment or emotional bond; (d) sex in a marriage; (e) behavioral, cognitive, and relationship boundaries; and (f) coping individually and as a couple.

AMINING PREDICTABILITY OF KINDERGARTEN ACADEMIC SCREENERS PREDICTIVE OF THIRD GRADE READING AND MATH

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There is a demonstrable need for increased use of early academic screeners to predict school readiness. The combination of early assessment and early intervention provides the greatest likelihood of success when attempting to prepare young students for higher grades. This study examined the predictive utility of various early academic screeners to predict student achievement on a high-stakes statewide assessment taken in 3rd grade. The results indicated which early academic screener best predicted the high-stakes test.

AN EXAMINATION OF DIFFERENCES IN THE ROLES OF SCHOOL COUNSELORS IN JAPAN AND THE UNITED STATES

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As the number of problems of students, such as bullying, school refusal, or suicide, is dramatically increasing in Japan, there is a hope that school counselors are great advocacy to resolve the problems. Even though the government in Japan try to increase the number of school counselors and to improve the school counseling system, there is a confusion regarding school counselors' roles and functions. This study examined whether the roles of school counselors in the United States would be helpful to develop the roles of school counselors in Japan. The result showed there was significantly different system between two countries, and the roles of school counselors in the United States needs to be assessed before importing to Japan.