Ethical Leadership: Factors Affecting Happiness Organizations

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Abstract:- *Ethical Leadership of Corporate Leaders, it is important the factors of organization leaders should adhere to consistently. To have a positive impact on the public and to motivate individuals in the organization to work for the public good and to create happiness in the organization, resulting in people being pleased with work and employees being willing to devote their abilities to develop their potential. Adapting to colleagues and learning to work together to help the organization achieve its objectives. The executive or organizational leader should provide ethical leadership to drive the organization of happiness. As a result, the author has acquired, examined, summarized, and furthered the corpus of knowledge for academic use. The study found that ethical leadership components consisted of; Discipline, Good role model, Professional Responsibilities, Honesty, Rationality, Sacrifice, Economizing, Justice, Perseverance, Benevolence, Trust, Team Empowering, and Critical thinking. The Happiness organizational Composition consists of; Heart, Society, Money, Brain, Family, Body, Soul, Relax, Work-Life, and Healthy. Where ethical leadership is a factor that affects organizations of happiness, the results of this study will increase knowledge about ethical leadership and organization of happiness and provide guidelines for promoting ethical leadership. Ethics to continue to create a happy organization.*

Keywords: Ethical Leadership; Happiness Organization

Introduction

As a result of the growth of communication technology, today's society is constantly changing, and the many situations that arise in the transmission of information are rapidly propagated. Material ownership rather than good causes ethical degeneration in society, as does competition for victory rather than cooperation, and viewing people as competitors rather than allies, all of which contribute to inequities in organizations and society. As a result, ethics is a set of principles or standards for ethical behavior that a person should follow as a trait that society demands to establish order, peace, happiness, love, unity, warmth, and security. Bringing benefits to oneself, others, and society as a whole, culminating in satisfaction through communal living (Jantasin, 2017). Ethics is a crucial aspect of coexisting successfully in society. People with high morals behave in good deeds and attain ideal living conditions in any culture. In a prosperous society, highly ethical people behave in good deeds and accomplish desired life conditions (Rodpian, 2017). Ethical leadership is thus another key quality that should be fostered in individuals, particularly those who lead organizations, and is also a quality that leaders within organizations should consistently and continually practice to have a positive impact on the public and to encourage people within the organization to work together for the public good (Swasthaisong, Pissadarn, & Udomkijmongkol, 2021).

Employees are more willing to devote their energy to achieve their potential when the organization is joyful, which includes adapting to colleagues and learning to work together to help the organization achieve its objectives (Chaiyasan, Sonsri, & Luangprapat, 2016). Personnel is recognized as one of the organization's most valuable resources. A happy organization is one in which employees like working together, and employees in a happy organization feel valued when they serve or perform good deeds for service beneficiaries. Make the service recipient experience the value of the service, and the organization's value will rise as a result of the people in the organization understanding their worth. Using happiness as a guideline for human resource management would boost work productivity and enable the organization to hire people who want to work for it and confront the challenges that will

inevitably occur as a result of the impending changes (Watakit, 2017). Organizations have begun to place a greater emphasis on human capital to improve their competitiveness. To be successful, an organization might use a variety of techniques. Organizations have begun to place a greater emphasis on human capital to improve their competitiveness. To be successful, an organization might use a variety of techniques. Another strategy to help keep that human capital with organizations that will continue to make a difference and add value to the organization is to create a happy organization (Bura, 2017). The World Health Organization has identified five key factors for success in the process of creating a happy organization: responsible and committed leadership, worker and operator involvement, corporate ethics and legal compliance, systematicity with a comprehensive process, continuous improvement and sustainability in action and integration, and a focus on morals, ethics, and professional ethics in the workplace (Bura, 2017; Khunthongjan, 2018). As can be seen, ethical leadership is critical in driving the happy organization that CEOs or business leaders should develop.

As a result, the goal of this paper is to gather, analyze, synthesize, and extend knowledge for academic use by reviewing the literature on ethical leadership and elements affecting the organization of happiness. The following are the specifics.

Ethical leadership concepts

Ethical leadership is a conceptual, behavioral, and process attribute in which managers articulate their principles and have the fortitude to follow through on them. It can also inspire people to look beyond their own specific interests. Instead, for the benefit of the organization or the public, which is thought to raise the followers' morality to a higher level (Karnjanapun, 2017; Rukbanglaem, Sungtong, Kerdthip, & Churngchow, 2016), which is a behavior that arises from true consciousness appropriately following one's role, work-life, and the progress of the responsible agencies (Karnjanapun, 2017; Rukbanglaem, Sungt (Jantasin, 2017).

Studies on ethical leadership have been around for a long time, with Bass referring to it as a Transformation. According to the process of transformational leadership, both the leader and the follower will eventually lead to ethics that improve the Leader's Conduct and Ethical ambition. The ethical leadership dynamic allows both leaders and followers to attain the maximum levels of achievement, recognition, appreciation, and interdependence (Rukbanglaem, 2016). by canonical theory, which is linguistic communication theory. By canonical theory, which is linguistic communication theory. Language is required in any formulation as a means of transmitting understanding, defining, or leading. Leaders must understand that the ordinance is not a prohibition, but rather a recommendation that something not is done. For the application of canonical nature to norms that are regarded as mutually recognized rules of an organization or community. Because there may be several options, it is necessary to compare them and determine whether the chosen option is superior to the others. Ethical leadership occurs when leaders use their power to guide their followers in the proper direction, taking into consideration the organization's and society's interests, and who are known for their ethical standards. This is contingent on the variations between societies and cultures (Jantasin, 2017).

An ethical leader must be accountable, brave in thinking and action, capable of confronting challenges, and aware of others' humanity. Leadership necessitates leadership principles and ethics, change analysis and development, foresight, defining a positive vision, constant learning, enabling others, not being controlled, personal ethics, and corporate ethical consistency (Thawinkarn, 2018). It is a trait that leaders within the organization should continuously and continually exercise to have a positive impact on the public and to motivate others within the organization to work together for the public's benefit (Swasthaisong et al., 2021).

Ethical Leadership Components

A review of some scholars' literature reveals the ethical leadership components, the details of which are shown in the table.

Table 1 shows the components of ethical leadership.

Ethical Leadership Components	Academician									
	Choojeen, Phuangsomjit, Angsuchoti, & Sukapirom (2019)	Karnjanapun, 2017	Wongpitakkul, Suwan, Panyanuwat, & Nontapa (2018)	kongtoklang, phumkhkrak, phumkhkrak, & Thanok (2016)	Rukbanglaem et al. (2016)	Kaewkrajay & Saengsawang (2021)	Waranusast, Sarawit, & Parnichparinchai (2018)	Thawinkarn (2018)	Jantasin (2017)	Chummanee และ Koomkhinam (2021)
Discipline	✓	✓					✓		✓	
Good role model	✓						✓		✓	
Professional Responsibilities	✓	✓		✓	✓	✓	✓	✓	✓	
Honesty		✓	✓		✓	✓	✓	✓		✓
Rationality		✓						✓		
Sacrifice		✓					✓			
Economizing		✓					✓		✓	
Justice		✓	✓	✓	✓	✓	✓	✓	✓	✓
Perseverance		✓							✓	
Benevolence		✓			✓				✓	✓
Trust				✓		✓		✓		✓
Team Empowering					✓		✓	✓	✓	
Critical thinking							✓		✓	

From the components of ethical leadership, it can be summarized as a concept map as shown in Figure 1.
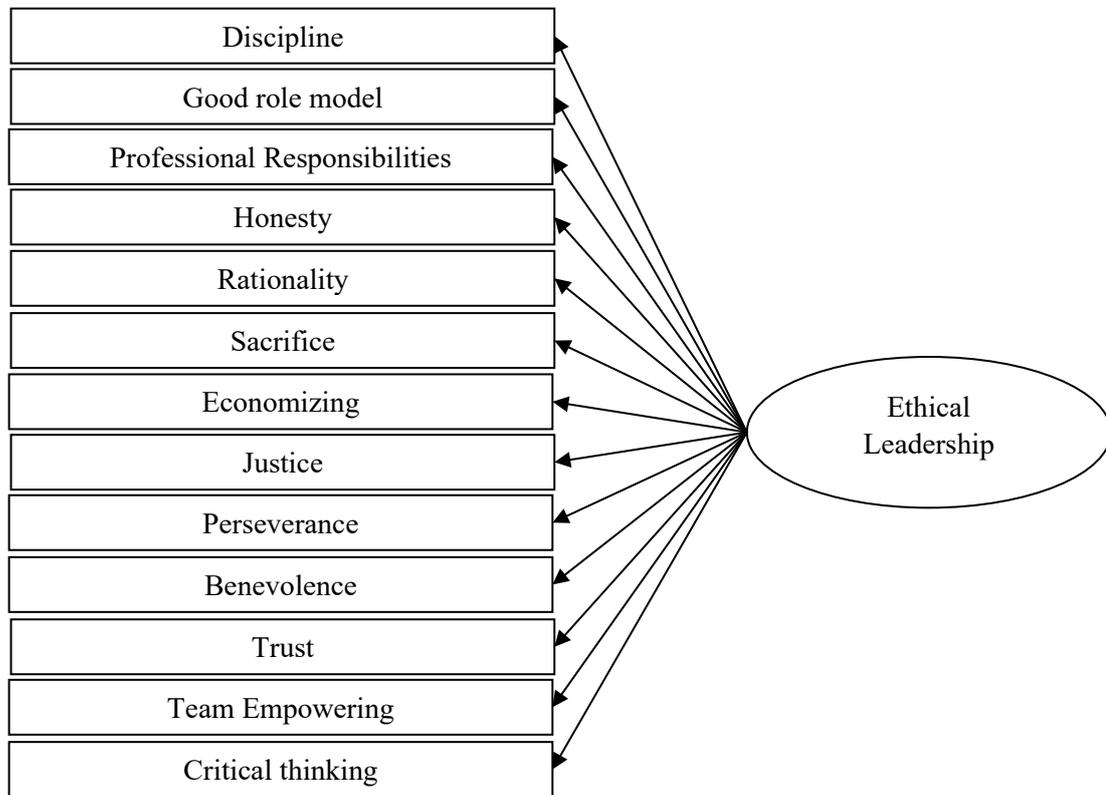

Figure 1: the conceptual framework diagram of ethical leadership components.
(Source: synthesized by the author)

Happiness organization concept

Employees are in good health as a result of their physical, mental, and social environments. A happiness organization is one in which the physical, social, and surrounding environments are conducive to their health and well-being through three key components: (1) Employees are in good health as a result of their physical, mental, and social environments. (2) Workplace health, enables work to achieve its objectives while also protecting and promoting health. (3) Workplace safety, which fosters excitement, optimism, and job satisfaction. While the settings that correspond to the physical, psychological, and social at work are the variables influencing the organization of happiness. Employees' and related communities' health. While the process of developing a happiness organization protects, supports, and promotes the physical, mental, and well-being of the working society, all of these aspects have a continuous influence and continue in the same direction. The organization's executives have underlined the need for strong leadership with a consistent vision and behavior in guiding the construction of a happy organization that encourages everyone to learn. and is updated regularly. The success elements for the World Health Organization's process of developing a happiness organization and Thailand are pointing in the same direction. This comprises effective leadership in initiatives and actions, everyone in the organization participating, and corporate ethics and appropriate regulations being implemented. The main concept that aims to operate with the main target group "people working in the organization," who is considered an important person and the main force of the family, community organization, and society, is to include continuous improvement throughout the process to

create a sustainable organization of happiness (Bura, 2017). There is a promotion and development of a knowledge-building and network-driven policy to improve the quality of life of employees, with the notion that happy employees will improve the organization's performance or productivity. Families and communities' happiness contribute to society's long-term happiness. Workplace pleasure, or the enjoyment that derives from it, results in less innovative thinking and more efficient work assignments. Workplace stress and the environment help to reduce workplace conflict, as well as the organization of happiness that comes from work. It is similar to water in that it nourishes people's behavior to change and develop in a positive direction (Phetriang, 2020). It can be seen that the process of developing a happy organization must prioritize the importance of the organization's people or human resources. To provide a good quality of life for people in the organization, the organization must adjust attitudes and views toward people in the new organization to generate new ideas for coexistence in the organization, to improve the quality of working life that is appropriate for each organization's different business styles. This is to improve work efficiency, which will lead to increased organizational potential and long-term growth (Tanoamchard & Promsuwan, 2018). People in the organization should be happy because they are content and working hard, as well as healthy, harmonious and congruent with the organization's vision, and they should be leading the organization towards sustainability. An organization that emphasizes policies to promote the well-being of employees to achieve happiness at work, enjoy work, and has a balanced work-life is sometimes referred to as a wellness organization, which refers to an organization that emphasizes policies to promote the well-being of employees to achieve happiness at work, enjoy work, and has a balanced work life. As well as personal life (Luekitinan & Ferry, 2018).

Happiness organization components

A review of some scholars' literature reveals the happiness organizational components, the details of which are shown in the table.

Table 2: the happiness organizational components

Happiness organization components	Academician										
	Pumchang & Meesuk (2017)	Rabi Bhadanasak Research and Development Institute (2019)	Chaiyasan et al. (2016)	Watakit (2017)	Bura (2017)	Khunthongjan (2018)	Thepsan & Prachyapruit (2017)	Rodbunpang & Rattanasiraprapha (2019)	Ardthaisong, Bhoomkhokrak, & Bhoomkhokrak (2021)	Phetriang (2020)	Artidcharoenchai & Tiacharoen (2017)
Heart	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Society	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Money	✓	✓	✓		✓	✓	✓	✓	✓	✓	✓
Brain	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Family	✓	✓	✓		✓	✓		✓	✓	✓	✓
Body	✓	✓	✓		✓	✓		✓	✓	✓	✓
Soul	✓	✓	✓	✓	✓	✓		✓	✓	✓	✓
Relax	✓	✓	✓		✓	✓		✓	✓	✓	✓
Work-Life		✓	✓							✓	
Healthy		✓					✓				

From the happiness organizational components, it can be summarized as a concept map as shown in Figure 2.
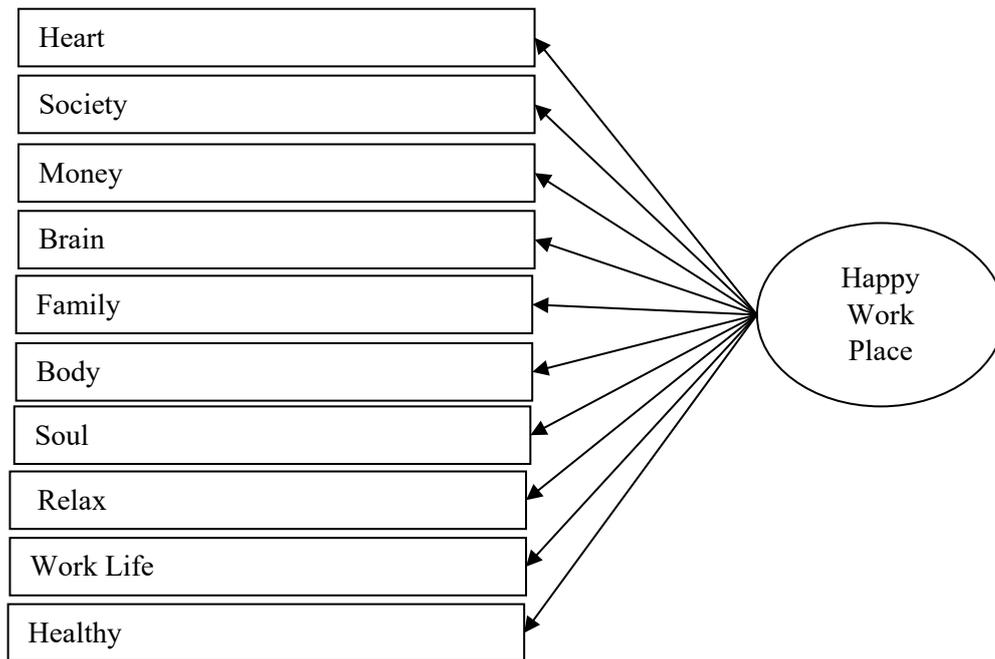
Figure2: conceptual framework diagram of the organization of happiness.
Source: synthesized by the author

Ethical Leadership: Factors Affecting Happiness organization**s**

From the review of some literature, it has been discovered that ethical leadership is one of the key factors affecting the organization of happiness, details are shown in the table.

Table 3 Ethical Leadership, Key Factors Affecting Happiness organizations

Study	Results
The corporate atmosphere of happiness: Happy people, successful work (Apaipakdi, 2020)	To create a happy organization, those who play an important role and must be the driver to make it happen are executives, leaders or supervisors must focus on creating a good atmosphere within the organization, in the social atmosphere caused by interactions between People working together with goodwill, equality, working together on the principle of goodwill, good governance. This will make workers feel love working, love the organization, and are ready to drive the organization towards prosperity together.
Employees' Opinion towards Happiness Organization: A Case Study of Bang Bua Thong Municipality, Nonthaburi Province (Intawong, Srisorn, & Chayanon, 2020)	Found that additional suggestions for creating a happiness organization, leaders or executives must promote unity in the organization, join forces, within the organization have unity with each other and create good friendships in working together, having Love, sincerity with each other, help each other, and leaders must stand up to justice, create good work discipline in the organization.
The happiness organization of Kuiburi Kindergarten (Wat Wang	It was found that one of the important guidelines for organizational development of happiness is that

Study	Results
Yao)(Rodbunpang & Rattanasiraprapha, 2019)	executives must act as good leaders, have justice, be friendly, can discuss various problems easily, listen to the opinions of all personnel, and has good management.
Creating an organization of Happy workplace, by creating Work-life balance with Flexible work time (Rabi Bhadanasak Research and Development Institute, 2019)	Found that in the happiness dimension with Atmosphere & Environment can be measured organizational leadership, Executives must be able to be role models for creating happiness in the organization, the workplace atmosphere promotes the happiness of personnel, fostering a good working environment, enhancing safety at work and the promotion of morals and ethics in the organization
Developmental leadership and happiness at work for employees in private organizations (Sirkunakornkun, 2019)	It was found that the organizational model creates well-developed leadership and happiness at work that results in a happy organization. Developing leadership is the development of an organization by using leadership as a driver to create a happy organization, and leaders must behave as role models. To behave like that, leaders need to be ethical, optimistic, and set a good example to their associates, have a vision, be practical, and make the participants proud when working together
Model of the Leadership Competency of the Private Sector (Puthtaragsa, Pa-ai, Koolnaphadol, & Thummakul, 2016)	It was found that the organizational leadership competencies of the private sector were a natural form of leadership. **Knowledge includes** Business Administration, Leadership, Management and Organization Development, Sufficiency Economy Philosophy, Moral Ethics, Communication, and International Management System. **Skills include** Foresight, Management, Management and Development, Integrity, Ethics, Applying Sufficiency Economy Philosophy, Work and Living, Variety of Education, Leading Tracking and Flexibility, Good Role model, building confidence, and meeting team members. **Personality traits include:** Think and see far and present, pay attention to constantly expand and improve, constantly learn and develop continuously, have morals and ethics, take care of employees and work together, be kind, speak well, have a good personality, value the landscape perspective, unpretentious, uncomplicated, approachable, listening and exchanging opinions, considerate, being generous and sharing, Tell the truth, do the truth, come true, and be true.
Organization of Happiness of Subdistrict Administrative Organizations in Kae Dam	Found that the organization of happiness must provide fairness and equality in the organization.

Study	Results
District, Maha Sarakham Province (Chaiyasan et al., 2016)	
Factors for the development of happiness organizations (public sector): a systematic review of the literature. (Thongtanunam, Thummakul, Prasertsin, Cheunsirimongkol, & Kruttakart, 2015)	Found that leaders or executives must be able to set a good role model for personnel, assigning appropriate and fair work.

From the ethical leadership components, the organization of happiness can be summarized as a concept map as shown in Figure 3.
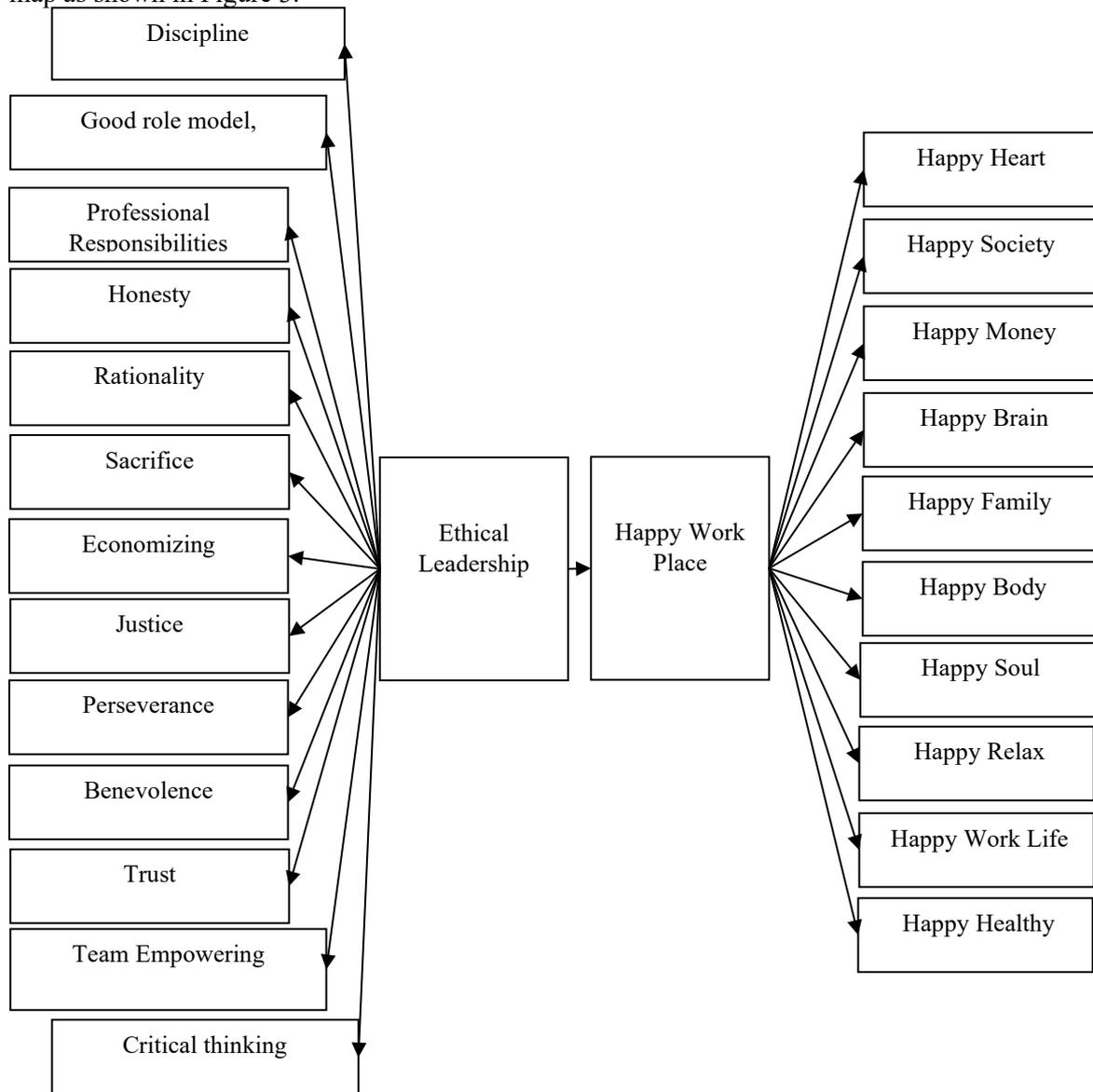

Figure 3: Conceptual framework diagram of ethical leadership, factors affecting the organization of happiness (Source: synthesized by the author)

Figure 3 shows the conceptual framework derived from the synthesis of knowledge derived from the study of concepts, components theory of ethical leadership, and happiness organizational components. Throughout the review, some have confirmed the findings of ethical leadership as a contributing factor to organizational happiness.

Besides the concept of ethical leadership, the factors affecting the organization of happiness can be seen that ethical leadership includes Discipline, Good role models, Professional Responsibilities, Honesty, Rationality, Sacrifice, Economizing, Justice, Perseverance, Benevolence, Trust, Team Empowering, and Critical thinking. These reflect the behaviors and processes in which managers express administrative values that can motivate their followers to look beyond personal interests which will result in benefits to the organization or the public instead, is considered to raise the morale of the followers to be higher, corresponding to the roles and duties of the followers or subordinates who perform the tasks and live their lives appropriately. As well as the advancement of the organization which will create a happy organization. Thus, from the synthesis of elements, it was found that the organization of happiness was: Heart, Society, Money, Brain, Family, Body, Soul, Relax, Work-Life, and Healthy. These elements reflect the well-being of society, those who work in the organization under the leadership's morality and belief that the employees in the organization are important people. Therefore, enhancing the quality of life of working people to have a good quality of life when people working in the organization are happy, will have a positive effect on the performance or productivity of the organization, happiness in the family, community, and sustainable happy society. However, it can be seen that when a leader in an organization has ethical leadership, there will be managed to make the organization a happy organization, which focuses on creating a good atmosphere within the organization through interactions between workers. with goodwill and equality, ready to listen to the opinions of all personnel, and have good management with a wide vision, practical possibilities, which will result in the participation of colleagues Proud to work together.

Conclusion

From reviewing the literature, it can be seen that the ethical leadership components include: Discipline, Good role model, Professional Responsibilities, Honesty, Rationality, Sacrifice, Economizing, Justice, Perseverance, Benevolence, Trust, Team Empowering, and Critical thinking is an important factors that affects the organization of happiness, which consists of; Heart, Society, Money, Brain, Family, Body, Soul, Relax, Work-Life, and Healthy.

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