

**Impact of Ethical Leadership on Innovative Work Behavior:  
Mediating Role of Self-Efficacy**

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Based on social exchange theory this research examined the link between ethical leadership and innovative work behavior. Consistent with the social learning theory, self-efficacy further investigated as mediator of ethical leadership and innovative work behavior. Study sample was comprised of 51 men and 62 women faculty members from five public sector universities located in Rawalpindi and Islamabad, Pakistan. Analysis carried out in two steps in which direct and mediating roles were examined using standard path-analytic methods given by Preacher and Hayes (2004, 2008). Research results revealed that perception of ethical leadership foster employee innovative work behavior. Moreover, employee's self-efficacy partially mediates the relationship of ethical leadership and innovative work behavior. Future research prospects along with study implications for practitioners and scholars were discussed.

*Keywords.* Ethical leadership, innovative work behavior, self-efficacy