



Individual Character and its Dimensions: Directions for Empirical Investigation ✓

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Abstract

The study of individual character is an essential area for organizational research as it is instrumental in ensuring ethical behavior at individual and organization level. However it is observed in the literature that this area has been largely untapped and especially moral and social dimensions of character have been ignored in contemporary studies. Further, it is observed that character and related terms, i.e. virtues, morality, ethos and values have been widely used interchangeably due to conceptual ambiguity (the ontological basis) and certain instruments used for empirical investigations potentially suffer due to methodological ambiguity (the epistemological basis) of the construct. In this paper, we have formulated a conceptually sound definition which provides a clear direction for future empirical investigations and facilitates to differentiate individual character from other related terms. Finally, we propose certain missing and new dimensions of individual character and recommend promising research directions in order to further expand content validity of the construct.

Keywords: Individual character, Virtues, Morality, Ethos