

ABSTRACT

The willingness of human resources will feel more directed to work in companies that have superiors with ethical leadership traits. Every employee feels more comfortable working with a leader who can direct his subordinates through the style of leadership behavior in a company. The style of behavior in question is an ethical leader.

The purpose of this research is to analyze the effect of ethical leadership on human capital readiness at PT PLN (Persero), ULP Sibuhuan, North Sumatra Province. This research used 61 employees working at PT PLN (Persero), ULP Sibuhuan, North Sumatra Province as respondents. The research simple linear regression and SPSS 25 version as data processing software.

The results showed that ethical leadership has a positive and significant effect on human capital readiness at PT PLN (Persero), ULP Sibuhuan, North Sumatra Province. The results of data processing indicate that human capital readiness variable (X) has an influence contributed 38,6% to human capital readiness variable (Y) and the remain 61,4% were influenced by variables that is not examined in this research.

Key Words: *Ethical Leadership, Human Capital Readiness*