Representation of Leadership in Animated Film *Kung Fu Panda* (2008)

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ABSTRACT

This study explores the concept of ethical leadership, focusing on how ethical leaders influence organizational decision-making and behavior. Ethical leaders prioritize long-term impacts, navigating barriers and rewards while adhering to established norms, principles, values, and standards. By communicating these ethical frameworks to others, they uphold high standards and demonstrate professionalism and skill, guiding their teams effectively. Ethical leaders embody traits such as honesty, trustworthiness, responsibility, reliability, courage, fairness, and authenticity, which not only shape organizational culture but also set behavioral expectations for their followers. The research employs a qualitative methodology to gain an in-depth understanding of ethical leadership, particularly as it is represented in the animated film *Kung Fu Panda* (2008). The study uses case studies and other empirical methods to explore abstract concepts and theoretical constructs within a well-defined theoretical framework. This approach enables the researcher to systematically address the research questions and achieve the study's objectives. The analysis of *Kung Fu Panda* uncovers how leadership plays a crucial role in storytelling, character development, and the communication of key messages. The decisions and actions of leaders drive the narrative, creating tension, conflict, and resolution that engage viewers. Leadership in animation functions as both a narrative tool and a means of imparting values, teaching life lessons, and inspiring audiences to reflect on their own leadership qualities. The study identifies four key elements of leadership in the film: integrity, personal growth, fairness and justice, and empowerment. These elements offer a deeper understanding of how leadership is portrayed in animation and its lasting impact on audiences of all ages.

Keywords: Leadership, Ethical, Leader, Organization

INTRODUCTION

Leadership is the ability to change another's beliefs, actions, and outlook (Ganta, and Manukonda, 2014). A leader with great skills inspires their subordinates. A leader who achieves positive results earns the trust and admiration of their people, influencing their values, beliefs, conduct, and attitudes. Remember that imitation is the highest kind of praise (Grint, 2007). Proficient leaders know how to use authority wisely. Leadership involves coordinating and rallying others to achieve a goal. Leadership has existed throughout history. Early leadership ideas can be found in Ancient Egyptian hieroglyphs for leader, follower, and Instruction of Ptah-Hotep. After these came Confucius, Lao-tzu, Plato, and Marcus Aurelius (Bass and Bass, 2009). However, leadership perceptions have changed throughout time.

The leader's official authority might range from significant to negligible. Leadership involves inspiring and guiding others to attain a goal. Leadership is the systematic influence over a structured collective's activities and behaviors to achieve goals, according to Stogdill (1950). This implies that a leader must be able to inspire followers to set appropriate goals and enable their achievement. Leadership involves intelligence, trustworthiness, humanity, courage, and discipline. However, intelligence alone may cause rebelliousness. The search of humaneness alone makes one vulnerable. Preoccupation with trust leads to recklessness. While

leadership is power, it is not characterized by controlling others. It involves a leader- follower partnership where authority is shared and influenced (Forsyth, 2009). Contrary to popular belief, leadership does not involve manipulation, compulsion, or control to influence others. Power is necessary for leadership.

To improve leadership skills, Freeman and Stewart (2006) say you must recognize the importance and influence of ethical leadership. Den Hartog and Belschak (2012) underline ethical leadership's impact on employee work habits. Leaders' ethical behavior and decision-making affect how employees approach their work. Leaders' ethical standards encourage employees to follow them, improving work habits and organizational success. Employee work patterns are greatly influenced by ethical leadership. Den Hartog and Belschak (2012) found that ethical choices and moral behavior by leaders affect how employees perform their jobs. Employees imitate their bosses' ethical standards, which improves their work habits.

This can boost productivity, job satisfaction, teamwork, and organizational effectiveness. Ethics sets a standard for corporate behavior and can inspire honesty and dedication. Mendonca and Kanungo (2007) use a metaphor to demonstrate the importance of ethics in organizational leadership. They compare ethics to a spider web thread hung from a barrier. The spider web represents organizational structure, while the thread represents ethics. Ethics, like a spider web thread, maintain the organizational framework. The metaphor implies that losing ethics, like pulling a thread from a spider web, could destroy the organizational structure. Ethics unify the organization by guiding decision-making, behavior, and interactions. Ethics violations threaten the organization's integrity and may weaken member cohesion. This study aims to identify the characteristics of leadership depicted in Kung Fu Panda, analyze how leadership is portrayed throughout the film, and evaluate the key elements that define leadership within the movie.

LITERATURE REVIEW

Ethics

According to Merriam-Webster's dictionary, ethics is (a) the study of good and wrong, as well as moral duty and obligation; (b) a collection of moral principles or a theoretical framework of moral ideals; and (c) the fundamental principles that guide ethical behavior. Individual or group behavior regulation (Merriam Webster, 2018). Another dictionary defines ethics as (a) the study of fundamental moral principles and the moral choices people make in their relationships; (b) the branch of philosophy that studies morality; (c) the rules that govern professional behavior; and (d) the morality of a particular course of action. Zeuschner (2014) defines ethics as the study of morality and its foundations (p. 9).

Carroll et al. (2015) say workplace ethics is about fairness and impartiality. In business, fair and impartial treatment of employees, colleagues, and stakeholders is crucial. Equity and impartiality are fundamental to professional ethics, ensuring that decisions and actions are ethical and consider all stakeholders. Ethics in management is "the set of principles that guide the behavior of an individual or a group, particularly the criteria used to determine appropriate conduct" (Dessler, 2013). This notion emphasizes ethical norms' influence on managerial behavior and decision-making. Managers must act ethically and make decisions that reflect morality and organizational norms. Follow these ethical standards to retain honesty, trust, and accountability as a manager.

Leadership

Leadership is a leader's job, position, or tenure, according to Morris (1981). It also indicates leadership and guiding ability. This definition emphasizes leadership structure and vital traits. Leaders and followers collaborate to accomplish meaningful improvements and outcomes that align with their aims, according to Daft (2015). This definition emphasizes leadership's interdependence and leaders' ability to inspire followers to achieve goals. Leadership involves encouraging followers to achieve corporate goals through change, according to Lussier and Achua (2016). This concept highlights leadership's ever-changing and active nature and its role in directing and encouraging followers toward organizational goals. Yukl (2013) defines leadership as purposefully influencing people to direct, organize, and facilitate group or organization activities and connections. Leaders shape a group or organization's trajectory and relationships through their impact. Leadership has been widely debated, yet its meaning is disputed.

Tannenbaum (1962) defines leadership as using interpersonal influence and communication to achieve goals. Leadership is the intentional acts of a leader to affect the behavior of one or more followers in a certain setting. Katz and Kahn (1966) argue that organizational leadership requires influence beyond the typical directions. Hersey and Blanchard (1977) defined leadership as influencing others to attain goals. Leadership is an authoritative role that can transform another person's values, beliefs, behaviors, and attitudes (Ganta & Manukonda, 2014). Strong leaders can be role models for their subordinates. Leaders who can accomplish positive results often gain the trust and admiration of their subordinates. Since imitation is considered a real form of adoration, this unwittingly affects employees' values, beliefs, conduct, and attitudes (Grint, 2007). Northhouse (2009) agrees, arguing that effective leaders may persuade others to achieve the organization's goals. Another way for identifying a strong leader is provided. Effective leaders can provide clear direction to their subordinates and motivate them to work together to achieve the organization's goals (Wasim & Imran, 2010).

This study also implies that great leaders have a clear vision for the organization, which helps them recognize and overcome challenges to its goals. This strategy allows people to efficiently and successfully make the changes needed to advance the company while staying current on business developments. According to Jackson and Parry (2008), leadership is a methodical process in which experts in their fields lead and guide a group of employees toward a predetermined goal that aligns with their organization's goals. An effective leader with great leadership qualities must also be passionate, consistent, trustworthy, and visionary. Leaders can only build employee trust by demonstrating these traits. Leadership and management differ. Traditional company management involves the firm owner having entire control over the corporation. They independently determine the company's direction and lead employees to follow the owner's plans. According to Graetz et al. (2010), leadership is the process of guiding subordinates toward organizational goals while using effective communication and motivation techniques to help employees use their skills and be dedicated to their jobs. Leadership strategies are flexible and adaptable to current trends, unlike traditional management practices.

Ethical Leadership

Ancient people discussed ethical leadership. Leadership is linked to virtue ethics since a person's character, habits, and virtues set the standard for behavior (Zeuschner, 2014). Given their power over followers and the public, leaders' ethical or immoral actions can benefit or harm others. In 'Republic', Plato says that ethical leadership requires wisdom, justice, courage, and temperance. According to his 'Nichomachean Ethics', Aristotle (384–322 B.C.E.) was the greatest virtue ethics philosopher. Aristotle believed that morality, or ethics, is based on human nature. The 'golden mean'—judicious activity selection that avoids excess and deficiency—determines an individual's ethical behavior (Zeuschner, 2014). Rost (1991) defined ethical leadership as a leader-follower relationship in which both parties agree that planned workplace improvements are fair, mutually rewarding, and encourage autonomy and ideals without losing integrity. Brown et al. (2005, p. 130) define ethical leadership as leaders' attributes and actions that indicate integrity, high ethical standards, and respect and fairness for employees.

Brown et al. (2005, p. 120) define ethical leadership as constantly acting morally in personal and interpersonal relationships. Through effective two-way communication, reinforcement, and decision- making, ethical leaders actively promote this behavior among their followers. Daft (2015, p. 40) defines ethical leaders as effective leaders who treat followers with integrity. Ethical leaders win trust, admiration, loyalty, and respect by continually acting ethically. Kanungo (2001) found that ethical leaders benefit others and avoid harming them. According to Treviño et al. (2003), ethical leadership involves leaders actively shaping followers' ethical and unethical behavior (Yukl, 2013, p. 329). Brown et al. (2005) say ethical leadership is altruistic—not selfish. Honesty, consideration, and employee fairness are examples. A study by Brown and Treviño (2006, pp. 596-597) defines ethical leadership as a trait of moral managers. Moral leaders are honest, trustworthy, and just. Principled decision makers put people and society first and act ethically in their personal and professional lives.

Significance and Consequences of Ethical Leadership

Multiple studies emphasize ethical leadership. Weaver et al. (1999) found that senior executives with a high ethical commitment are more likely to create ethical initiatives and foster an ethical corporate environment.

Brown et al. (2005) found that ethical leadership improved followers' affective confidence in the leader, satisfaction, perceived leader effectiveness, job commitment, and willingness to disclose concerns to management. According to Brown and Treviño (2006), ethical leadership can positively impact followers' decision-making, prosocial behavior, satisfaction, motivation, and commitment, and reduce counterproductive behavior. Ethics positively correlated with employee happiness, leader effectiveness, and willingness to work harder, according to Toor and Ofori (2009). Ethical leadership also mediated employee outcomes and company culture.

According to Huhtala et al. (2013), ethical leaders improve organizational performance by promoting ethical behavior. Demirtas and Akdogan (2015) found that managers are role models and that ethical leadership affects how employees view the ethical climate. This can affect employees' work dedication and likelihood of leaving the company. Bedi et al. (2016) found that ethical leadership improves follower outcomes like fair leader interaction and ethical behavior. Self-efficacy, job satisfaction, organizational commitment, job engagement, and organizational identification affect how followers view ethical leadership. Charoensup et al. (2019) found that ethical leadership immediately affected employee work attitudes, particularly emotional commitment to the supervisor (AC-SUP) and job satisfaction. The research shows that ethical leadership and informational justice (IFJ) benefit employees, leaders, and companies.

Principles of Ethical Leadership

The five principles of ethical leadership outlined below can be attributed to Aristotle. The significance of these principles has been examined in various fields, such as biomedical ethics (Beauchamp & Childress, 1994), business ethics (Beauchamp & Bowie, 1988), counseling psychology (Kitchener, 1984), and leadership education (Komives, Lucas, & McMahon, 1998), among others. While not comprehensive, these values serve as a basis for the establishment of ethical leadership that is sound: respect, service, justice, honesty, and community.

Ethical Leaders Respect Others

Immanuel Kant, an 18th-century philosopher, believed we should respect others. To do this, one must always respect people as independent and never use others for selfish gain. Beauchamp and Bowie (1988, p. 37) argue that people should have their own goals and should never be utilized to attain others'. These authors then suggested respecting others' decisions and ideals to see them as ends rather than means. Failure to do so implies we are utilizing them for our personal gain. Respectful leaders let others express themselves, including their creative dreams. They connect with people by valuing their uniqueness (Kitchener, 1984). Respect means respecting others' opinions and valuing their humanity. Leaders must sometimes defer. Leaders should help followers identify their wants, values, and goals and align them with the leader's, according to Burns (1978). Respect for others is a complex moral precept that goes beyond what parents teach their children. A respectful leader listens to competing views. It means treating inferiors in a way that confirms their views, attitudes, and values. Respect from a boss can make subordinates feel competent at work. Respectful leaders see others as deserved.

Ethical Leaders Serve Others

Several ethical systems promote ethical benevolence, or considering others' interests. The service notion shows selflessness. Altruistic leaders put their people' well-being first. Mentorship, empowerment, team building, and citizenship are examples of selfless service in the workplace (Kanungo & Mendonca, 1996). Leaders' ethical duty to serve correlates with healthcare's beneficence ideal. Hippocratic beneficence requires healthcare providers to make patient-beneficial decisions. Beneficence requires providers to help others achieve their rights (Beauchamp & Childress, 1994). Ethical leaders, like healthcare professionals, must help others and make judgments that benefit them.

Ethical Leaders are Just

Equity and impartiality are priorities for ethical leaders. Equal treatment of subordinates is their top priority. To protect justice, leaders must stress fairness while making judgments. Unless their circumstances need it, people

should not be granted special treatment. When people are treated differently, the reason must be clear and ethical. For instance, many people remember playing sports as children. Our favorite coaches treated us fairly. Whatever the situation, we wanted the coach to treat everyone equally. When someone came late to practice with a weak reason, we wanted them to be disciplined like we would have. We wanted the coach to give players a break for personal issues the same way we were. Undoubtedly, the best coaches were unbiased and made sure everyone played. We wanted our coach to be fair and just. The leader influences staff resources, awards, and punishments. The selection and application of regulations reveal a leader's dedication to justice and fairness. Rawls (1971) said that individuals working together for common goals must value justice. The Golden Rule, or ethic of reciprocity, argues that one should treat others as they would like to be treated. This principle has been used in many cultures. We must treat others fairly if we want equity in their treatment of us. Justice is complicated by the scarcity of goods and resources, which often leads to competition. People often fight over scarce resources, especially fair distribution. Leaders must establish award guidelines. These regulations show the leader and organization's ethics.

Ethical Leaders are Honest

In our childhood, adults stressed "always telling the truth." Honesty is essential to virtue. Truthfulness is still the key to leadership. Dishonesty shows how important honesty is (Jaksa & Pritchard, 1988). Dishonesty is deception. Dishonesty breeds distrust, among other negative impacts. Leaders who lie are seen as untrustworthy. People lose trust in leaders' declarations and ideals, lowering their admiration for them. As others lose trust in the leader, their influence decreases. Dishonesty harms relationships. It strains relationships. Deceiving others shows our determination to govern the relationship our way. We doubt the other person can manage our information. We are prioritizing our own interests over the partnership by claiming to know what is best for the relationship. This behavior harms relationships over time.

Even with good intentions, lying deteriorates relationships. Being honest involves more than just telling the truth. It involves being honest and telling the whole truth. This work is difficult since telling the truth can have negative or unproductive repercussions. Leaders must strike a balance between transparency and honesty while considering what information to offer in each situation. Organizational constraints can prevent leaders from sharing expertise. Leaders must be sincere and sensitive to others' feelings. Leadership integrity is multifaceted. Dalla Costa (1998) wrote in The Ethical Imperative that honesty goes beyond deception. Honesty for leaders means not making unfulfillable promises, misrepresenting information, using evasive tactics, neglecting responsibilities, avoiding accountability, and believing that business is too competitive to treat others with respect (p. 164). In addition, Dalla Costa stressed the need for enterprises to recognize and value honesty and incentivize and recognize it inside the company.

Ethical Leaders Build Community

Leadership is influencing others to achieve a goal. This definition emphasizes ethics by including a common goal. Leaders and followers must agree on the group's path to attain a goal. Leaders must consider their own and their followers' goals when pursuing mutually beneficial aims. Concern for others distinguishes authentic transformational leaders from faux transformational leaders (Bass & Steidlmeier, 1999). Leaders must prioritize the common good without imposing their will. We must seek goals that work for everyone. Burns (1978) centered his transformative leadership theory on this idea. A transformational leader directs the group toward a common good that benefits leaders and followers.

Leaders and followers change as they strive toward common goals. This distinguishes Burns' theory. Burns believes effective leadership requires a strong leader-follower relationship. It cannot be controlled by a leader like Hitler in Germany. Hitler used people to achieve his own goals, which were not good for humanity. Ethical leaders consider the goals of all employees, the community, and cultural values. Ethical leadership requires civic virtue, according to Rost (1991). He argued that leaders and followers should pursue goals beyond their own. Community goals and mission must be addressed. Burns (1978, p. 429) states that transformational leaders and followers seek to connect with wider social groups and set more meaningful and inclusive moral goals. Collective welfare and public benefit embrace all personal and collective goals. Leaders and their followers must examine how their proposed changes may affect the organization, community, and society. Ethical leaders examine many factors to benefit the group.

RESEARCH METHODOLOGY

The research methodology gathers relevant information about the subject of inquiry to meet study objectives and provide thorough answers to research questions. This study's research technique aims to obtain systematic findings and achieve all objectives. This action funds research. Choosing research methods strategically is essential to answering research questions and achieving study goals. Mokmin Basri (2012) cited Ahmad Mahdzan Ayob's from 1995 statement that authors must follow their research approach to attain their goals. Researchers can use quantitative and qualitative methods. Quantitative research emphasizes numerical representation, objective data measurement, and experimental methods. Qualitative research collects detailed information from individuals, while quantitative research examines a specific circumstance. Siti Hawa Abdullah (2001) uses Denzin and Lincoln (1994) to explain qualitative research methods. According to Denzin and Lincoln (1994), qualitative research methods include a variety of naturalistic methods. Abstract concepts and theoretical constructs are examined in qualitative research. This study should use qualitative research methods since they use a theoretical framework and can provide a deeper grasp of the topic. Qualitative research uses case studies and other empirical sources.
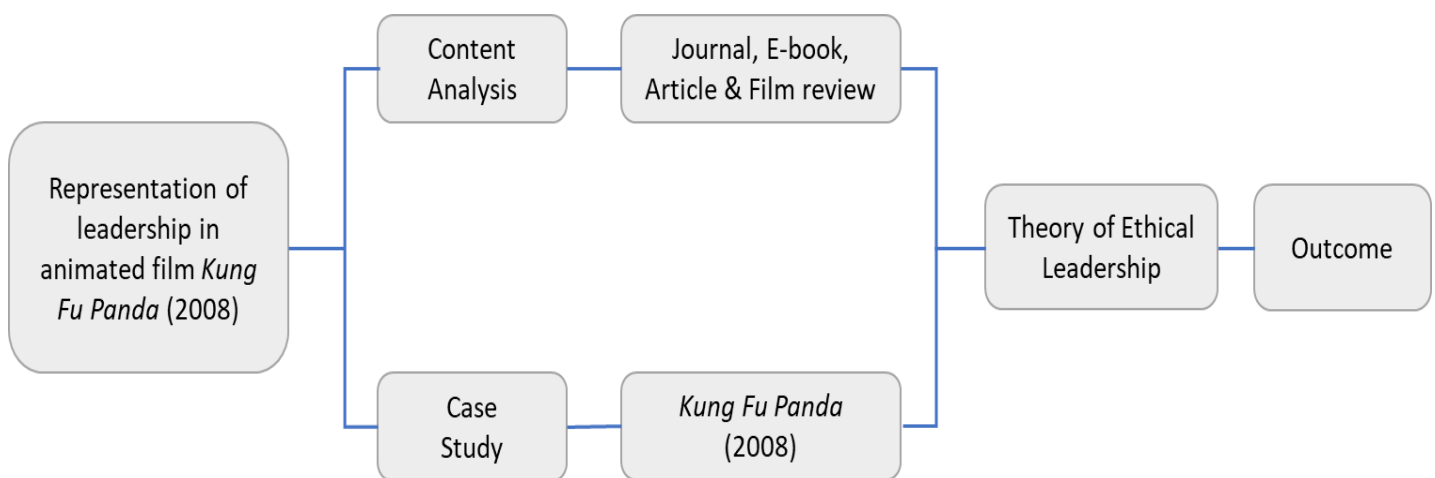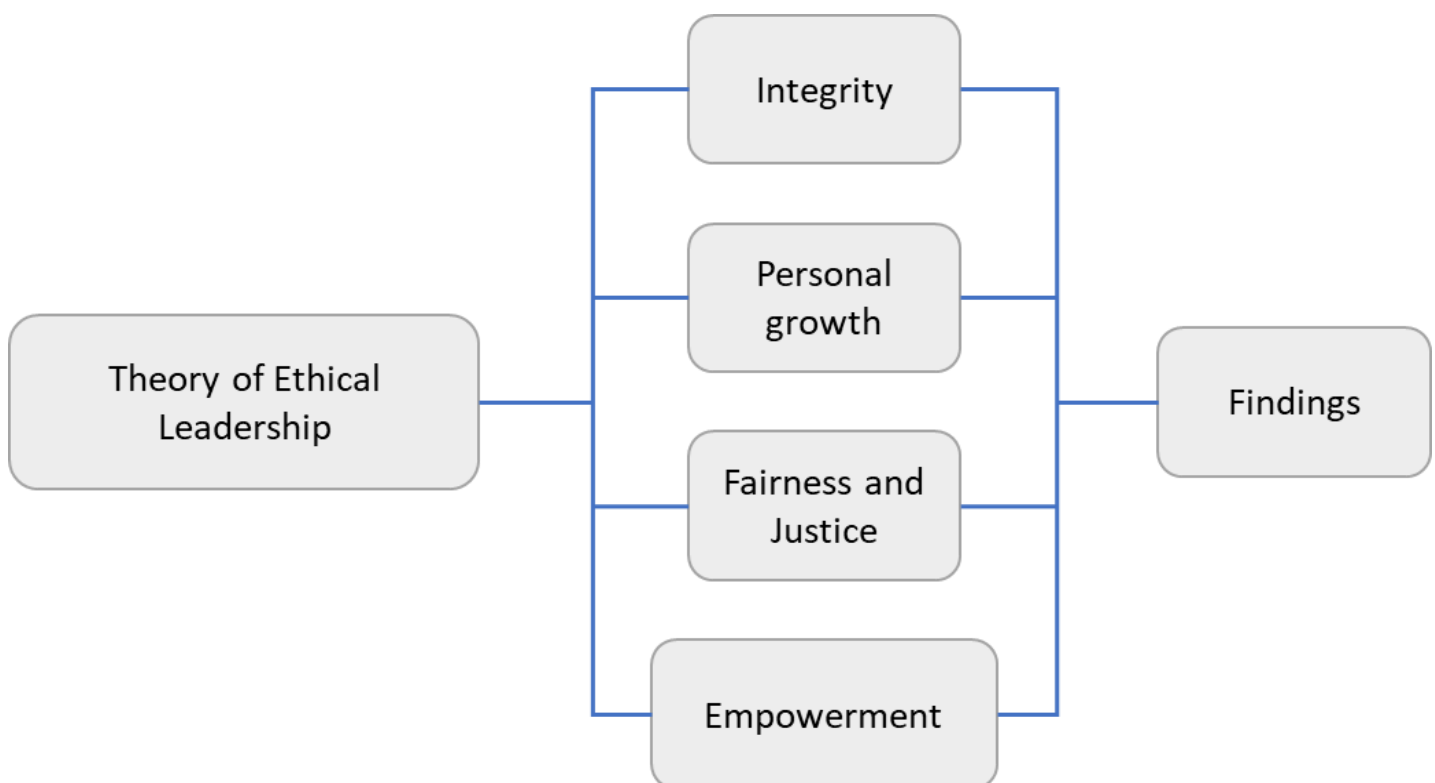

Figure 1: Research Design

Figure 2: Theoretical Framework

Data Collections

Table 1: Findings Summary of Leadership Element

Title	Author	Elements of Leadership	Characteristic
Integrity, ethical leadership, trust and work engagement (2017)	Amos S. Engelbrecht, Gardielle Heine & Bright Mahembe	Integrity	Integrity means morality. It defines ethical principles, making it an important aspect in ethical leadership. People trust leaders with integrity, hence integrity impacts trust.
		Fairness and Justice	Trusting an honest person makes sense. A sense of good and wrong helps people copes with unpredictability. People will trust an ethical leader because they believe they are trustworthy.
		Empowerment	Ethical leaders give their employees training, support, and responsibility and authority to take charge of their employment.
Impact of Personal Growth Projects on Leadership Identity Development (2012)	Summer F. Odom, Barry L. Boyd & Jennifer Williams	Personal Growth	Helps individuals acquire confidence, gives mentorship and coaching, and helps them learn from mistakes.
Leadership and fairness: The state of the art (2007)	Daan van Knippenberg, David De Cremer & Barbara van Knippenberg	Fairness and Justice	Justice has a significant impact on individuals within and outside organizations. Justice research links fairness to increased decision satisfaction, legitimacy, job satisfaction, commitment to organizations, groups, and society, task performance, organizational citizenship behavior, and reduced employee theft
Understanding leadership and Empowerment in the workplace (2015)	Banutu-Gomez Michael Ba	Empowerment	Encourages subordinates to communicate problems without getting defensive and offers adequate autonomy.
Leading with Integrity	Kathryn Christie & Kehoe Fellow	Integrity	Leadership integrity is being ethically trustworthy, honest, true to oneself, and/or acting in line with one's words.

By employing topic-relevant keywords, numerous prior studies have been utilized to derive conclusions and provide a foundational comprehension of leadership. Developing precise terminology to delineate often referenced aspects of leadership facilitates the identification and distinction of diverse components within the realm of leadership. The objective of this research was to identify and delineate the constituent components of leadership in order to foster a more comprehensive comprehension of the concept. The majority of studies on leadership mostly centers around ethical leadership.

Table 2: Most Frequently Mention Element of Leadership in Previous Studies

Author	Keyword			
	Integrity	Personal Growth	Fairness and Justice	Empowerment
Amos S. Engelbrecht, Gardielle Heine & Bright Mahembe	☐		☐	☐
Summer F. Odom, Barry L. Boyd & Jennifer Williams		☐		
Daan van Knippenberg, David De Cremer & Barbara van Knippenberg			☐	
Banutu-Gomez Michael Ba				☐
Kathryn Christie & Kehoe Fellow	☐			

Table 2 displays statements from several authors that enumerate the utilization of leadership elements. The purpose of compiling these statements was to identify patterns and determine the most influential factors in making a leadership choice. According to table 2, the writers mostly identified integrity, personal growth, fairness and justice, and empowerment as the key aspects of leadership. These elements are considered the most crucial and necessary for effective leadership. Leadership in animation, namely in the realm of animated films and series, is of utmost importance as it has a significant impact on the development of storylines, the portrayal of characters, and the communication of profound messages to the viewers.

FINDING

The investigation of the representation of leadership in animated film Kung Fu Panda (2008) has unveiled an extensive collection of discoveries that offer extraordinary understanding of how leadership significantly influences storytelling, character development, and the communication of significant messages to the audience. Leadership frequently propels the narrative in animated stories. Leaders' judgments and actions determine the narrative, generating suspense, discord and resolution that engage the audience. Proficient leadership is essential for the development of captivating and immersive animated narratives.

The expedition of leaders and their influence on the animated realm enhances the intricacy and captivation of the storyline. Leadership in animation functions as both a narrative component and a vehicle for imparting values, instructing valuable life lessons, and motivating viewers to contemplate their own leadership attributes and potential. The presence of leadership in animation, whether portrayed by animated heroes or mentor figures, plays a crucial role in shaping the profound impact and enduring impressions on viewers of all age groups. The researcher decides to using integrity, personal growth, fairness and justice, and empowerment as the main key elements for the researcher using for analyze element of leadership in Kung Fu Panda (2008).

Table 3: Integrity Element Scene Analysis

ELEMENTS	SCENE	FINDINGS	EXPLANATION
Integrity	Po's Training with Shifu (The Furious Five Training Hall)	In this scene, Po is struggling with the rigorous training set by Shifu, the master of the Jade Palace. Despite his initial clumsiness and lack of traditional Kung Fu skills, Po remains committed to his goal of becoming a Kung Fu master and the Dragon Warrior.	Po is honest about his limitations and lack of conventional Kung Fu abilities. This self-awareness is a form of integrity, as he doesn't pretend to be something he's not.
	Po vs Tai Lung	In this scene, Po faces the formidable villain Tai Lung, who seeks the Dragon Scroll to fulfill his desire for power. Po, despite being initially overpowered and seemingly outmatched, refuses to give up. Instead of trying to use the Dragon Scroll himself, Po throws it away, choosing to face Tai Lung without relying on a mystical solution.	Po's decision to discard the Dragon Scroll represents his understanding of self-worth and the importance of being true to oneself. He realizes that the scroll does not possess some magical power and that the real power comes from within.

Table 4: Personal Growth Element Scene Analysis

ELEMENTS	SCENE	FINDINGS	EXPLANATION
Personal Growth	Dragon Warrior Selection Ceremony	At the beginning of the movie, during the Dragon Warrior selection ceremony, Po, an overweight and seemingly inept panda, is unexpectedly chosen as the Dragon Warrior. This choice challenges both Po and the expectations of everyone present. Po is initially perceived as unfit for the role due to his physical appearance and lack of traditional Kung Fu skills.	The selection of Po as the Dragon Warrior challenges the traditional norms of Kung Fu, emphasizing that personal growth often comes from embracing one's uniqueness. It encourages the idea that greatness can come from unexpected places and individuals.
	The Training Hall	In this scene, Po faces the challenging training regimen set by Master Shifu in the Jade Palace. Despite initial struggles and doubts from both Shifu and the Furious Five, Po persists in his training and gradually begins to show improvement. His dedication and willingness to learn mark the beginning of his personal growth.	This scene highlights Po's determination to overcome obstacles. Personal growth often involves facing challenges and persisting through difficulties. Po's refusal to give up, even when faced with physical and emotional hardships, underscores the importance of resilience in the journey of self-improvement.

Table 5: Fairness and Justice Element Scene Analysis

ELEMENTS	SCENE	FINDINGS	EXPLANATION
Fairness and Justice	The Trial of the Dragon Warrior	In the early part of "*Kung Fu Panda*", there is a scene known as the Trial of the Dragon Warrior. This is where the Furious Five and other skilled warriors are competing for the honor of being chosen as the Dragon Warrior by Master Oogway Unexpectedly, Po, the clumsy panda, finds himself in the arena and ultimately selected as the Dragon Warrior. This event challenges the traditional notions of what it means to be a skilled warrior and introduces the theme of fairness and justice.	Master Oogway's decision to choose the Dragon Warrior is based on a fair evaluation of each candidate's inner qualities rather than relying solely on external achievements. This reinforces the idea that justice should be based on merit, character, and potential rather than superficial factors.

	The Furious Five Training Hall - Po'sTraining	In this scene, Po, the overweight and seemingly unskilled panda, enters the Furious Five Training Hall to begin his Kung Fu training with Master Shifu. Despite initial skepticism from Shifu and the Furious Five, Po remains determined to prove himself and undergoes rigorous training.	The scene introduces the theme of fairness by presenting an unlikely candidate, Po, alongside the elite Furious Five. Despite the initial bias against Po's unconventional appearance, Master Shifu provides him with an opportunity to train, emphasizing fairness in access to education and growth.

Table 6: Empowerment Element Scene Analysis

ELEMENTS	SCENE	FINDINGS	EXPLANATION
Empowerment	The Dragon Warrior's Training	In a sequence of scenes where Po undergoes training at the Jade Palace, there is a powerful training montage where Po begins to discover and harness his unique strengths. Under the guidance of Master Shifu, Po transforms from a clumsy novice into a capable warrior, showcasing the theme of empowerment.	The physical and emotional transformation of Po during the training montage symbolizes the broader theme of empowerment through growth. Po's journey serves as an inspiration, illustrating that empowerment is not instantaneous but a result of continuous effort, learning, and personal development.
	The Wuxi Finger Hold – Po Confronts TaiLung	In the climactic battle between Po and Tai Lung, the scene where Po uses the Wuxi Finger Hold to defeat Tai Lung exemplifies empowerment in "*Kung Fu Panda*".	The use of the Wuxi Finger Hold to subdue Tai Lung highlights empowerment through conflict resolution. Rather than defeating Tai Lung with brute force, Po chooses a technique that allows him to neutralize the threat without causing harm, emphasizing a more ethical and empowering resolution.

CONCLUSION

Ethical leadership in Kung Fu Panda (2008) shows that it is more than a position of authority; it affects storytelling, character development, and viewer messages. The study underlines the role of effective leadership in structuring the narrative, teaching ideals, and inspiring viewers to consider their leadership abilities. The film depicts ethical leadership as honesty, personal growth, fairness, and empowerment. These traits define a leader and set the organization's ethical standards. Honesty and transparency in leadership fosters trust, strong connections, and integrity. Ethical leadership affects workplace ethics beyond individual action. Exemplary

ethical leaders inspire their staff to follow ethics and promote a culture of accountability and respect. Leaders set a good example by making ethical decisions. Kung Fu Panda (2008) shows how ethical leadership shapes organizational culture, drives success, and builds meaningful relationships. This emphasizes the importance of integrity, honesty, and justice in leadership and the impact ethical leadership can have on individuals, teams, and organizations. The animated short shows that ethical leadership is more than just an abstract concept. This principle can transform organizations and inspire positive change. Integrating ethical leadership into daily operations may foster trust, collaboration, and excellence. This strategy fosters long-term success and growth.

ACKNOWLEDGMENT

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