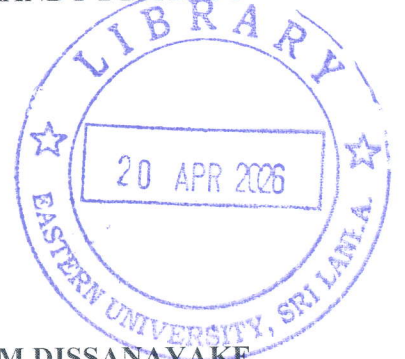


**THE IMPACT OF ETHICAL LEADERSHIP ON EMPLOYEE WORK  
ENGAGEMENT IN APPAREL INDUSTRY IN KANDY DISTRICT**



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## ABSTRACT

The Apparel Industry in Sri Lanka plays a crucial role in the economy and serves as a significant contributor to exports. This research focuses on the impact of Ethical Leadership and Employee Work Engagement in apparel sector in Kandy District. A method of stratified sampling was employed to gather information from 312 participants employed in the apparel industry in the Kandy district. SPSS was used to analyze the data, with mean, standard deviation, frequency, and percentage utilized to assess Ethical Leadership and Employee Work Engagement. Correlation analysis shows how variables were related, while regression analysis evaluated their influence. The study showed that HR practices that support Ethical Leadership environment have a significant impact on Employee Work Engagement. The results indicated that there are strong connections between Trust, Transparency, Moral Value, and Integrity. Detailed tables were used to present demographic information and research data separately. Implementing Ethical Leadership like Trust, Transparency, Moral Value, and Integrity is suggested to boost organizational commitment in the apparel sector in the Kandy district. Encouraging a good balance between Ethical Leadership and Employee Work Engagement, while Lead by Example, Open Communication, Clear Ethical Standards, Trust and Respect, and Recognition and Support. Consistent communication and feedback, as well as creating an inclusive environment, are necessary to enhance employee relationships and dedication.

Keywords: Ethical Leadership, Employee Work Engagement, Apparel Sector

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