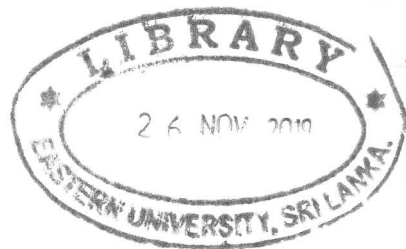


**THE NEXUS OF ETHICAL LEADERSHIP, JOB PERFORMANCE
AND TURNOVER INTENTION: THE MEDIATING ROLE OF
JOB SATISFACTION (APPAREL COMPANIES IN
POLONNARUWA)**

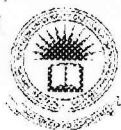


By

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**DEPARTMENT OF MANAGEMENT
FACULTY OF COMMERCE AND MANAGEMENT
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ABSTRACT

This study investigated the nexus of Ethical Leadership (EL), Job Performance (JP) and Turnover Intention (TI) and mediation influence of Job Satisfaction (JS) to relationship among Ethical Leadership, Job Performance and Turnover Intention. There for the aim of this study was to analyse existing level of Ethical Leadership, Job Performance, Turnover Intention and Job Satisfaction, what sort of relationship between Ethical Leadership, Job Performance, Turnover Intention and Job Satisfaction and the nexus of Ethical Leadership, Job Performance and Turnover Intention and mediation influence of Job Satisfaction to relationship among Ethical Leadership, Job Performance and Turnover Intention at two selected apparel companies in Polonnaruwa. In concentrated on Ethical Leadership related to Trust, Transparency, Moral Value and Integrity. In concentrated on Job Performance related to Task Performance, Contextual Performance.

Structured questionnaire was used as the method of data collection and 598 operational level employees selected as sample out of 2497 operational level employees. Researcher considered two apparel companies name as Brandix Apparel Solution (Pvt) Ltd & Texwin Clothing (Pvt) Ltd. Random sample method used to make the sampling frame of the study. Quantitative research approach used for this study. The data were analysed using descriptive statistics, correlation and regression analysis.

The result indicated that the Ethical Leadership, Job Performance, and Job Satisfaction were high level and Turnover Intention was low level in selected apparel companies. Also result indicated significant negative relationship (Ethical Leadership and Turnover Intention, Job Satisfaction and Turnover Intention) and significant positive relationship (Ethical Leadership and Job Satisfaction, Ethical Leadership and Job Performance, Job Satisfaction and Job Performance). The result indicated that partially mediation influence of Job Satisfaction to relationship among Ethical Leadership, Job Performance and Turnover Intention.

As a result of this study, managers of apparel companies must give their attention for combination of Ethical Leadership and Job Satisfaction to increase Job Performance and decrease Turnover Intention.

Keywords: Ethical Leadership, Job Performance, Turnover Intention and Job Satisfaction

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