

The Impact of Ethical Leadership and Leadership Effectiveness with the Mediating Role of Job Stress on Employee Turnover Intention: A Case Study of Culture and Islamic Guidance' Staff in Rasht

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Turnover intention is the will of individuals to end cooperation in an organization. Although this intention may never be practicable, it is possible that this will show its effect in forms such as absenteeism, neglect, sabotage, and the like. One of the ways to prevent disruption and its consequences is to identify the factors contributing to the instigation of the people's abandonment intentions. In the present research, the effect of ethical leadership and leadership effectiveness on the turnover intention of employees has been investigated by considering the role of job stress among the Organization of Islamic Culture and Guidance' staff in Rasht. For this purpose, 102 employees were employed by the Organization of Islamic Culture and Guidance of Rasht. To calculate the statistical sample size, the Cochran formula has been used in finite societies. Finally, the sample size was calculated to be 97. The subjects were ed by simple non-random sampling method. The method of data collection was a standard questionnaire and the data had been analyzed with regression analysis. The validity of the research was assessed using content validity through a supervisor. The reliability of the research was also measured using Cronbach's alpha method and it is confirmed that the alpha value above 0.7 which is considered acceptable. The results of the research showed that moral leadership has a negative effect on the staff' turnover intention of the Organization of Islamic Culture and Guidance of Rasht, but this effect is not related to the effectiveness of leadership and the second hypothesis was rejected. On the other hand, these results showed that job stress has a positive effect on the intention to leave the staff of the Organization of Islamic Culture and

Guidance of Rasht. Ethical leadership also has a negative impact on the work stress of the staff of the Islamic Culture and Guidance Organization of Rasht. Finally, the results of the research findings showed that leadership effectiveness does not have a negative effect on the job stress of the staff of the Organization of Islamic Culture and Guidance of Rasht, so the fifth hypothesis was also rejected.

Keywords : Ethical leadership, leadership effectiveness, turnover intention, job stress, organization of Islamic culture and guidance

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