

ABSTRACT

Ethical leadership plays an important role in every organization and is always seen as positive perspective both in research and in practice and predicts the relation of employee performance and mediating task of organization culture. The present research is conducted in domestic public listed company named as Sui Southern Gas Company (SSGC). The research was conducted for the purpose of evaluating the role of ethical leaders, followers who act and behave ethically, this paper presumes the high and low levels of ethical leadership and would show the positive and negative aspects of executives over employee performance and how organization culture mediates and is affected by ethical leaders. In this paper primary resources were used, for primary purpose the questionnaire was spread to know the impression of ethical leadership on employee performance and how organization culture mediates within SSGC. Through this study distributed 200 plus questionnaire to the respondents and gathered 193, out of which 7 questionnaire were not completed and those questionnaire were rejected because of knowledge shortage and incompleteness, so this study finally selected for data analysis 186 questionnaire. For reasonable results the probability sampling method with questionnaire was used in the form of 5-point Likert scale in which 186 employees from top management to lowest were covered from Thull, Kandhkot and Jacobabad. Therefore descriptive and inferential statistics have been done to analyze the collected data. With the help of statistical software (SPSS-25), the information and data obtained from the respondents were analyzed. Software Packages for Social Sciences. And to check Mediating role of Organizational culture the help of Sobel test have been taken to get the results. Statistical analysis and regression analyses were opted to analyze the relationship between three variables, Ethical leadership, employee performance and mediating role of organization culture as independent, dependent and mediating variables respectively. The objectives of the study were to analyze effect of Ethical leadership on employees performance of SSGC of Pakistan. To examine the mediating role of organizational culture between ethical leadership and employees Performance. The study found that ethical leadership plays an important role in taking the organization culture on way forward and has significant effect on employee

performance. Meanwhile organization culture proved to be a mediator. Organization should develop strong culture and commitment in order to enhance employee performance. The findings indicate that there is positive relationship of ethical leadership on employee's performance and organizational culture.

Keywords: Impact of ethical leadership and mediating effect of Organization Culture on employees Performance.