

ABSTRACT

The intent of this research is to investigate how responsible leadership influences on employee turnover and organizational success by mediating role of trust. A deductive technique was used in conjunction with the quantitative research method to gather data from 250 respondents at the English Biscuit Manufacturing Company. Specifically, four research analysis approaches have been put into effect: Frequency, Reliability, Correlation and Regression analysis. The SPSS V. 25 has been utilized for analyses. Process v.4.1 regression analysis has been performed in order to examine the mediating role of trust between the independent variable and dependent variables. The study's findings revealed that all four of the hypotheses which state that there is a relationship between employee turnover, responsible leadership, and organizational performance were accepted. As trust plays a mediating function, it additionally impacts employee turnover as well as the relationship between responsible leadership and organizational success. This research is significant because it may be applied in real time to an organization where turnover in employees is high and corporate growth is declining. Reducing employee turnover and improving the effective performance environment may be achieved in any organization by implementing the profiteering results that are produced by the impact of responsible leadership on both organizational performance and employee attrition.

Keywords: Trust, Responsible leadership, Turnover, Performance, EBM, etc.