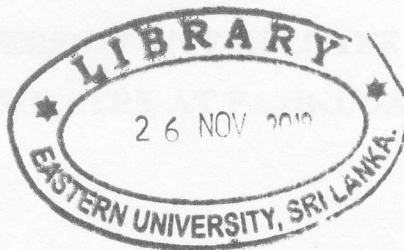


**THE IMPACT OF ETHICAL LEDERSHIP ON EMPLOYEE JOB  
PERFORMANCE IN HOTEL INDUSTRY AT PASIKUDAH**



**By:**

**MOHAMED SALMAN MOHAMED DILSHAN**

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## ABSTRACT

Nowadays, the hotel industry goes through turbulent times and is facing many ethical issues. In the current competitive business world, reducing the employee job performance has been a major problem for hotels.

The objectives of this study are to assess the levels of ethical leadership and employee job performance and to examine the relationship between these variables. In addition to that, the study identifies the impact of ethical leadership on employee job performance. Present study explores independent variable of ethical leadership and dependent variable of employee job performance. Hence, research aims at identifying whether the ethical leadership impacts on employee job performance in hotel industry at Pasikudah.

A cross-sectional survey using structured questionnaire was used to collect data from 200 employees in selected hotels in Pasikudah and all the items in the independent and dependent variables were tested through reliability test to ensure the consistency of the scale. Univariate analysis was carried out and the results show high level of ethical leadership on employee job performance. The correlation and simple linear regression analysis was carried out and the result indicated there was a strong positive relationship between ethical leadership and job performance. The multiple linear regression analysis was carried out and the results revealed that ethical leadership significantly and positively impact on employee job performance followed by trust and integrity of leaders in hotel industry at Pasikudah.

The results of the study suggest that overall impact of ethical leadership (trust, transparent, moral value and integrity) towards employee job performance and which was consistent with previous research findings. Therefore the study recommends that the management of hotels should put more focus on ethical leadership principles. The issue of generalizing the findings over the population, time availability and access restrictions to the hotels has been identified as limitations of the study.

**Keywords-** Ethical Leadership, Employee Job Performance

## TABLE OF CONTENTS

<b>ACKNOWLEDGMENT.....</b>	<b>I</b>
<b>ABSTRACT.....</b>	<b>II</b>
<b>TABLE OF CONTENT.....</b>	<b>IV</b>
<b>LIST OF TABLE.....</b>	<b>X</b>
<b>LIST OF ABBREVIATIONS.....</b>	<b>XII</b>
<b>CHAPTER 1- INTRODUCTION.....</b>	<b>1</b>
1.1 Background of the Study.....	1
1.2 Problem Statement/ Research Gap.....	2
1.3 Research Questions.....	3
1.4 Research Objectives.....	4
1.5 Scope of the Research.....	4
1.6 Significance of the Study.....	5
1.7 The Organization of the Chapter.....	5
1.8 Chapter Summary .....	7
<b>CHAPTER 2 - LITERATURE REVIEW.....</b>	<b>8</b>
2.1 Introduction.....	8
2.2 Theoretical Foundation of the Study.....	8
2.2.1 Social Learning Theory.....	8
2.2.2 Social Exchange Theory.....	9
2.3 Ethical Leadership.....	10
2.3.1 Trust.....	11
2.3.2 Transparency.....	13

2.3.3 Moral Values.....14

2.3.4 Integrity.....16

2.4 Employee Job Performance..... 18

2.5 Effect of Ethical Leadership on Employee Job Performance..... 19

2.6 Chapter Summary.....22

**CHAPTER 3- CONCEPTUALIZATION AND OPERATIONALIZATION..23**

3.1 Introduction..... 23

3.2 Conceptualization..... 23

3.3 Conceptualization Framework.....23

3.4 Ethical leadership and the dimensions of Ethical leadership.....24

3.4.1 Ethical leadership.....24

3.4.2 Trust.....24

3.4.3 Transparency.....24

3.4.4 Moral values.....25

3.4.5 Integrity Principle..... 25

3.4.6 Employees Job performance.....25

3.5 Operationalization.....26

3.5.1 Operationalization for Ethical leadership.....26

3.5.2 Operationalization for Employee Job Performance.....27

3.6 Chapter Summary..... 27

**CHAPTER 4- METHODOLOGY.....28**

4.1 Introduction..... 28

4.2 Research Philosophy.....28

4.3 Research Approach.....	29
4.4 Research Strategy.....	29
4.5 Type of Investigation.....	30
4.6 Extent of Researcher Interference with the Study.....	30
4.7 Study Setting.....	30
4.8 Unit of Analysis.....	30
4.9 Time Horizon.....	30
4.10 Sample Size, Sampling Distribution and Sample Methods.....	30
4.11 Survey Instrument Development.....	32
4.12 Data Collection Method.....	32
4.13 Methods of Data Presentation and Analysis.....	34
4.14 Method of Data Evaluation.....	34
4.14.1 Univariate Analysis.....	34
4.14.2 Bivariate Analysis.....	35
4.15 Reliability and Validity Analysis.....	37
4.12 Chapter Summary.....	37
<b>CHAPTER 5- DATA PRESENTATION AND ANALYSIS.....</b>	<b>39</b>
5.1 Introduction.....	39
5.2 Reliability Test.....	39
5.3 Data Presentation and Analysis of Respondents Profile.....	41
5.3.1 Name of the Hotel.....	41
5.3.2 Job Position.....	42
5.3.3 Gender.....	42

5.3.4 Age.....	42
5.3.5 Civil Status.....	43
5.3.6 Education Level.....	43
5.3.7 Working Experience.....	44
5.4 Data Presentation and Analysis of Research Information.....	44
5.4.1 Univariate Analysis.....	45
5.4.2 Bivariate Analysis.....	49
5.5 Testing Hypotheses.....	55
5.5.1 Testing Hypotheses 1.....	56
5.5.2 Testing Hypotheses 2.....	56
5.5.3 Testing Hypotheses 3.....	57
5.5.4 Testing Hypotheses 4.....	57
5.5.5 Testing Hypotheses 5.....	58
5.6 Chapter Summary.....	59
<b>CHAPTER 6- DISCUSSION OF FINDINGS.....</b>	<b>60</b>
6.1 Introduction.....	60
6.2 Respondents Profile.....	60
6.2.1 Name of the Hotel of the Respondents.....	60
6.2.2 Job Position of the Respondents.....	60
6.2.3 Gender of the Respondents.....	60
6.2.4 Age of the Respondents.....	61
6.2.5 Civil Status.....	61
6.2.6 Education Level of the Respondents.....	61

6.2.7 Working Experience of the Respondents.....	61
6.3 Discussion of Research Information.....	61
6.3.1 Discussion -Objective One.....	62
6.3.2 Discussion- Objective Two.....	63
6.3.3 Discussion- Objective Three.....	64
6.3.4 Multiple Regression of Ethical Leadership on Employee Job Performance...	65
6.4 Testing Hypotheses.....	66
6.5 Chapter Summary.....	68
<b>CHAPTER 7- CONCLUSION AND RECOMMENDATION.....</b>	<b>69</b>
7.1 Introduction.....	69
7.2 Conclusion.....	69
7.3 Recommendation.....	71
7.4 Limitations and Suggestion for Future Study.....	71
7.5 Directions for Future Studies.....	71
<b>LIST OF REFERENCES.....</b>	<b>72</b>
<b>APPENDIX- 1.....</b>	<b>78</b>
Table 5.11 Overall Values for Ethical Leadership.....	44
Table 5.11 Overall Frequency Level of Ethical Leadership.....	45
Table 5.12 Overall Values for Indicators of Trust.....	45
Table 5.13 Overall Values for Indicators of transparency.....	46
Table 5.14 Overall Values for Indicators of Moral values.....	46
Table 5.15 Overall Values for Indicators of Integrity.....	47
Table 5.16 Overall Values for Employee Job Performance.....	47