

INVESTIGATING THE INFLUENCE OF LEADERSHIP ON EMPLOYEES' LOYALTY IN THE PRIVATE EDUCATION SECTOR IN EGYPT

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ABSTRACT

The purpose of this paper is to investigate the relationship between ethical leadership and Empowering Leadership on employee loyalty (Organizational Commitment) and its two dimensions namely, affective commitment (AC) and continuance commitment (CC). A personally administered questionnaire was used for collecting the study data from 108 employees who represent different academic levels from the Private Educational sector in Egypt. Four hypotheses were developed in order to test the said relationship. Hypotheses were tested through using various testes namely: the correlation coefficient and the regression analysis from the Statistical Package for Social Science software. There is a positive and significant relationship between Empowering leadership and Affective commitment. There is a positive and significant relationship between Empowering leadership and Continuance commitment. There is a positive and significant relationship between Ethical leadership and Affective commitment. There is a positive and significant relationship between Ethical leadership and continuance commitment. The study contributes to the literature on Organizational commitment and more specifically to the relationship between employee loyalty and types of Leadership in the Egyptian higher education Private sector. The outcome of the research draws decision makers' attention to the importance of leadership and its impact on employees' loyalty

KEYWORDS: *Empowering Leadership, Employee Loyalty, Ethical Leadership*

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