

Abstract

Title of study: Ethical leadership and its impact on the job performance of workers at Umm Al-Qura University.

The objectives of the study: The study aimed to identify the degree of ethical leadership practice by academic and administrative leadership at UQU. As well as, it aimed to identify the level of job performance for workers at Umm Al-Qura University from the point of view of the study sample. Also, it sought to identify the impact of ethical leadership practice by academic and administrative leaders on the job performance of workers, and the detection of statistically significant differences between the averages of study sample responses about the degree of ethical leadership practice and the level of the job performance of workers attributed to the variables: Academic qualification and Years of experience.

The curriculum and community of the study and its tools: The relational descriptive approach was used, and the study was applied to the administrative staff at Umm Al-Qura University, Al-Zahir headquarters. Who are (748) administrative employees according to the statistics of the Deanship of Faculty and Staff Affairs and a simple random sample of (235) individuals was taken, and the questionnaire was used as a tool to collect information required.

Results of the study:

The practice of ethical leadership by academic and administrative leaders in general (the total) came with a high degree. The level of job performance for workers in general (total), came within the "high" level. The study showed there is a strong and positive (positive) correlation relationship with a statistical significance between the academic and administrative leadership's practice of moral leadership in general (holistic) with the job performance of workers in general (holistic), as shown by the results of regression analysis has a positive and strong impact as the increase in the practice of ethical leadership by academic and administrative leaders with a value of one unit leads to an increase in the level of the job performance of workers at Umm Al-Qura University by a ratio of (67.4) of this unit. There are no differences attributable to the variable of the academic qualification and years of experience, between the averages of the sample responses regarding the degree of ethical leadership practice by academic and administrative leaders, in general, The absence of statistically significant differences attributable to the variable of the academic qualification, between the averages of the sample responses about the level of the job performance of the workers, in general, There are statistically significant differences attributable to the variable of years of experience, between the averages of the sample responses about the level of the job performance of the workers, in general in favor of the responses of the sample members of the experience category (10 years or more).

Recommendations:

1. Create a charter in which principles and standards for ethical leadership are established so that the leader is morally evaluated and nominated for leadership positions at the university.
2. Building an electronic platform that allows leaders and workers to evaluate and document ethical performance and exchange information transparently to improve, enhance strengths and avoiding weaknesses.

key words: Ethical Leadership - Job Performance