

Empirical evidence on the mediating role of job satisfaction, commitment, trust in leadership, intention to leave between leadership styles, performance appraisal, and physical education teacher's performance

ABSTRACT

This study aimed to validate the instrument, and investigate the mediating role of job satisfaction, commitment, trust in leadership, and intention to leave on the relationship between leadership styles, performance appraisal, and performance PETs. A deductive, quantitative, cross-sectional survey was employed using simple random sampling. PLS-SEM was used to analyze the data. The factors loadings, construct reliability, AVE, Cronbach alpha, and McDonald's Omega values met the threshold values hence instrument was validated. The study used intention to leave as mediator, earlier it was used as a criterion, further, this study used leadership style, performance appraisal, job satisfaction, organizational commitment, trust in leadership, intention to leave, and performance in one single model for the first time in Pakistani education sector teachers through the lens of social exchange theory. Results indicated that job satisfaction, commitment; trust in leadership, and intention to leave mediated the relationship between leadership styles, performance appraisal, and performance. The study used a small sample size whereas; future researchers are required to use a larger sample size in the higher education sector too. The current study is cross-sectional and future researchers are advised to conduct longitudinal studies on the research variables.