

## **A study on the impact of leader behavior's on employee turnover intentions**

### **ABSTRACT**

This research analyzed academic staff at Malaysian polytechnics. The researcher conducted a study to determine the existence of a significant correlation between leadership empowering behavior and the turnover intention to quit. The researcher suggested several research questions. Firstly, Leadership Empowering Behavior has a significant impact on psychological responses (job satisfaction and job performance). Secondly, determine the impact of job satisfaction and job performance on turnover intention. Third, investigate the effect of psychological reactions on the empowerment of leaders and their turnover intentions. SPSS and SmartPLS3 were used to analyses the questionnaire data from 376 respondents. The researcher devised a study method that focuses on enhancing leadership behavior's such as empowerment, psychological reactions, and turnover intention. Employee empowerment has a positive relationship with job satisfaction and job performance. Job satisfaction and performance serve as a buffer between Empowering Leadership Behavior and turnover intention. The findings of this study have the potential to have a significant impact on Malaysia's polytechnics by serving as a baseline for progress.