

The Role of Authentic Leadership in Shaping Organizational Pride and Reducing Turnover

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In a context where leader authenticity is increasingly valued by employees, Authentic Leadership emerges as a key factor in building organizational relationships grounded in integrity, trust, and responsibility. The present empirical study aims to examine the impact of Authentic Leadership on Organizational Pride and Turnover Intention, while also exploring the mediating role of Organizational Pride in this relationship. The study is based on a sample of 155 employees from different organizations who voluntarily completed a questionnaire. The results reveal that Authentic Leadership has a significant positive impact on Organizational Pride and a negative impact on Turnover Intention. Additionally, findings indicate that Organizational Pride plays a meaningful mediating role, strengthening the influence of leadership on employees' intention to remain within the organization. These findings highlight the strategic importance of Authentic Leadership in contemporary organizations, suggesting that leadership practices grounded in transparency and authenticity can enhance employees' emotional connection to the organization and contribute to talent retention.

Keywords: Authentic Leadership; Organizational Pride; Turnover Intention