Employee Engagement as a Mediator between Transformational Leadership and Intention to Quit

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EXECUTIVE SUMMARY

Realizing the strategic value of human capital and the costs associated with losing valued employees, organizations must place greater emphasis on turnover issues. The severe economic downturn faced by Egyptian organizations especially after the 25th of January revolution has compelled organizations to strive to sustain their talents and minimize their wasted costs. This paper examines the positive impacts of the transformational leadership style on employee engagement and its ultimate impact on employee's intention to quit an organization.

Keywords: Human capital, Transformational leadership, Employee engagement, Intention to quit