



# **The Impact of Organizational Change as a Mediating Variable on the Relationship between Ethical Leadership and Organizational Performance**

**A field study on the drinking water and sanitation companies' sector in the Arab Republic of Egypt**

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## **Abstract**

The current study aimed to measure the impact of ethical leadership on organizational performance by measuring the role of the mediating effect of organizational change and the modifying effect of organizational trust, by distributing a survey to (954) workers in the Alexandria and Marsa Matrouh sub-branches of drinking water and sanitation companies, as was analyzed. The data obtained using the SPSS26 and AMOS 25 program, the study hypotheses were measured using the regression method. The results of the study concluded that there is a significant and statistically significant effect of ethical leadership on organizational performance, and organizational change mediates the relationship between moral leadership and organizational performance in part, organizational confidence. Modify the relationship between ethical leadership and organizational performance.

**Keywords:** Ethical leadership, Organizational Performance, Organizational Change, Organizational Trust.