

A Conceptual Predictive Relevance of Toxic Leadership Towards Employee Performance: The Role of Job Satisfaction, Work Motivation and Engagement

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Abstract

In the present era, toxic leadership (*TL*) becomes difficult for organizations to address toxic behaviours. *TL* affects organizational performance, innovation, and prosperity and ruins employee satisfaction, commitment and well-being. Hence, there is a dire need to understand the devastating effect of *TL*, which seriously disturbs and hinders the success of organizations. The present papers examine the impact of *TL* on employee performance (*EP*), job satisfaction (*JS*), work motivation (*WM*) and work engagement (*WE*) in a developing context. This is a conceptual paper which supports and enriches the depth of the literature. Practically, this paper may assist in overcoming challenges or organizations, where organizations may implement massive mechanisms, provide targeted training, conduct regular leadership evaluations, stimulate transparency, warrant accountability, and provide support services to pretentious employees. Theoretically, this conceptual paper would enrich the depth of literature as it offers an integrated model with many organizational constructs.

Keywords Toxic leadership, Employee performance, Job satisfaction, Work engagement, Work motivation, Developing context