

ABSTRACT

This study endeavors to examine the favorable outcomes stemming from ethical leadership and emotional intelligence concerning employees' inclination to seek alternative employment, with job satisfaction serving as an intermediary factor. A descriptive quantitative methodology was employed for this investigation. Data collection involved the distribution of questionnaires via Google Form and conducting interview sessions. The sampling technique utilized was a census, encompassing the entire population of 80 State Civil Servants (ASN) within the Finance and State Property Bureau of the Ministry of Agriculture. Data analysis employed multiple linear analysis to assess the significance of the regression model, coefficient of determination, and the individual impact of each variable. Statistical analysis was conducted using SmartPLS software. The findings of the research reveal that both ethical leadership and emotional intelligence significantly influence employees' inclination to change jobs. Ethical leadership positively contributes to job satisfaction, which, in turn, diminishes employees' propensity to seek alternative employment. Moreover, job satisfaction was identified as a mediating variable in the association between ethical leadership, emotional intelligence, and intention to change jobs. In essence, job satisfaction serves as a mediator between ethical leadership practices and the level of employees' willingness to remain within the organization.

Keywords: *Emotional Intelligence, Ethical Leadership, Job Satisfaction, Employee Turnover Intentions.*

