

# The impact of benevolent leadership on turnover intention moderated mediation model.

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- **Abstract:** Based on the perspective of social identity theory, this study aims to explore how benevolent leadership affects employees' turnover intention, and examine the mediating role of affective commitment and the moderating role of Leader-member exchange (LMX). Taking 289 Chinese enterprise employees as the research respondents, this study uses SPSS 23.0 and Mplus 7.0 software for data statistical analysis. It is found that benevolent leadership have a significant positive impact on affective commitment. Affective commitment partially mediates the relationship between benevolent leadership and turnover intention, and the Leader-member exchange can moderate the relationship between benevolent leadership and affective commitment, when the Leader-member exchange is high, benevolent leadership have a significant positive impact on affective commitment. When the Leader-member exchange is low, the relationship between benevolent leadership and affective commitment is not significant. The Leader member exchange can moderate the mediating role of affective commitment between benevolent leadership and employees' turnover intention. That is, when the leader-member exchange relationship is high, the indirect relationship between benevolent leadership and turnover intention through affective commitment is significantly positive. When the Leader-member exchange is low, the indirect effect relationship between benevolent leadership and turnover intention through affective commitment is not significant. Combined with the findings of this study, enterprise managers will get better inspiration and better retain employees, so as to reduce employees' turnover intention.
- **Keywords:** social identity theory, Leader-member exchange (LMX), benevolent leadership and turnover intention