

Impact of Supervisor's Autocratic Leadership Style on Employee Turnover Intention: A Study Based on XY Clothing Company

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In this study, the impact of the supervisor's autocratic leadership style on employee turnover intention was determined. This was conducted as a cross-sectional field study, primarily using the hypothetical-deductive approach. The population is made up of operational workers who report to a strict supervisor in the garment industry. A pilot study was conducted to determine which supervisors were autocratic. Simple random sampling was used to select the sample units. The Pearson correlation coefficient and linear regression were used to test the hypotheses. According to the findings, a supervisor's autocratic leadership style has a significant positive effect on employee turnover intention. Employers should increase employees' self-belonging motivation and commitment to the organization's goals, according to the researchers. Supervisor training in team building exercises, participatory decision-making exercises, and employer-employee relationship building practices can accomplish the aforementioned.

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