

Title	Influencing of Inclusive Leadership on Employees' Job Performance: Case Study of 8 Telecommunications Companies in Beijing, China
Name	Deng Lin
Advisor	Dr.Kanokros Sudprapai
Degree	Master of Business Administration
Year	2024

Abstract

The objectives of this research were 1) to examine the effect of inclusive leadership on employees' well-being, 2) to examine the effect of inclusive leadership on employees' job performance, 3) to examine the effect of employees' well-being on employees' job performance, 4) to determine employees' well-being has a mediating role in inclusive leadership and employees' job performance. The population of the study were 21.886 million permanent population living in Beijing, sample 543 respondents was determined by Cochran Formular and selected by accidental sampling. The instruments used for data collection was a questionnaire. Statistics used for data analysis were frequently, percentage, means, standard deviation and multiple regression.

The results of the study revealed that 1) Inclusive leadership had a positive influencing on employees' wellbeing. 2) Inclusive leadership had a positive influencing on employees' job performance. 3) employees' well-being had a positive influencing on employees' job performance. 4) employees' well-being had a mediating role on influencing of inclusive leadership on employees' job performance. The study recommended that enterprise strived to create an inclusive leadership atmosphere in daily operation and management and actively encouraged employees to participate in enterprise management and decision-making. Employees respected from leaders, which improved their well-being and job performance. This paper provided a new perspective to improve employees' job performance. This study only investigated eight telecommunications companies in Beijing that the resulted of this study would not apply to enterprises in other industries or other countries.

Keywords: Influencing, inclusive leadership, employees' job performance, telecommunications companies in Beijing