

This study aims to explore the relationships between corporate ethical values, ethical leadership and employee performance in Pakistan during January 2012. To achieve the objective of the study, the descriptive analytical approach was relied upon through the development of a model for multiple regression analysis. The comprehensive study examined the importance of corporate ethical values and their impact on leadership and performance and a survey was conducted to measure these three variables – ethical values, leadership and performance – using questions related to each. This research was conducted taking into account three variables, i.e. companies ethical values, ethical leadership and employee performance. The researchers assumed positive relationships between values and leadership, and between leadership and performance, and that values would be positively associated with both leadership and performance. So, there must be collaborative efforts of the leaders and the organizational employees to learn the ethical codes and conduct to enhance their performance. To analyze the results of this study, primary and secondary data sources techniques were employed. The results of this research are also supported by numerous assertions and suggestions as described by Brown and Trevino (2006). Brown and Trevino forecasted earlier that ethical leaders use moral dimensions to increase the productivity of the employees. A corporate ethical value is the strongest variable between all the three variables which influences the ethical leadership to increase the performance of the employees. She examined how the application of ethical values can affect leadership and employee outcomes.