

This study examines how business ethics (Ethical leadership, Ethical Climate and Organizational Fairness) will have direct and indirect impact on Employees' Affective Commitment, Employees' Job Satisfaction and Employees' Job Performance. This study conducted on cellular operators (Mobilink, Ufone, Telenor, Zong and Warid) of Pakistan. Data were collected through survey questionnaires given personally to 600 employees working in regional and head offices of cellular operators of Pakistan located in four big cities of Punjab Pakistan i.e. Multan, Faisalabad, Lahore and capital city Islamabad. There were 545 questionnaires returned, out of which, 518 dully completed responses were used for the final statistical analysis.

The results have shown that three dimensions of business ethics i.e. Ethical Leadership, Ethical Climate and Organizational Fairness are supported as significant predictors of Employees' Affective Commitment, Employees' Job Satisfaction and Employees' Job Performance. Moreover Trust in Organization partially mediates the causal relationship between the Business Ethics (Ethical Leadership, Ethical Climate and Organizational Fairness) and Employees' Affective Commitment, Employees' Job Satisfaction and Employees' Job Performance. Finally, the study also presents some theoretical and managerial implications, limitations and suggestions for future research.