

**IMPACT OF EMPLOYEE COMMITMENT, EMPLOYEE SATISFACTION,
EMPLOYEE INVOLVEMENT AND LEADERSHIP ON EMPLOYEE
ENGAGEMENT IN TELECOM SECTOR OF PAKISTAN**



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Abstract

The purpose of this study is to find the impact of employee commitment, employee satisfaction, employee involvement and leadership on employee engagement. The research is of quantitative nature. Questionnaire designed is floated in single public telecom organization i.e, PTCL. Simple random sampling is done. Research approach is “Deductive”. Results are interpreted using descriptive analysis, correlation and regression. According to the responses collected from employees, leadership is most important factor impacting employee engagement according to descriptive statistics. Also according to regression analysis, leadership is the most important factor that give a boost to employee engagement. In this research, employee engagement is then impacted by employee satisfaction. When employees have just leaders and feel satisfied, they want to get involved in decision making and thus shows commitment to organization. Public sector of Pakistan needs to engage employees in decision making and should be given power to exercise authority in order to get the work done efficiently and effectively in an organization.

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