

Impact of Leadership styles & Organizational Politics on Job Satisfaction: Moderating role of Gender in Public Sector Organizations in Pakistan



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ABSTRACT

This study researches into the effect of different leadership styles (transformational leadership and transactional leadership) and organizational politics with moderating role of gender on job satisfaction of employees in public sector organizations of Pakistan. The transformational leadership is one of the famous kinds of leadership which is useful in making transformation of skills of employees for productive uses. It helps to transform aptitudes of workers for profitable employments. These transformations are reflecting in their efficiencies, keeping in view the gender of employees. It is a general assumption that age and gender are two important variables which have critical impact on an employee's work and conduct and in this manner, the workers would be happy with their employments. Hina (2015) has examined about the effect of leadership styles on job performance with mediating role of perceived organizational politics, however, she didn't talk about the moderating role of gender in job satisfaction.

The present research centers on the role that diverse leadership styles play to effect job satisfaction alongside moderating role of gender in public sector organizations in Pakistan. To accomplish this target, information has been gathered from five public sector organizations: Pakistan Tourism Development Corporation (PTDC), Drug Regulatory Authority of Pakistan (DRAP), National Database and Registration Authority (NADRA), Cabinet Division Islamabad and Ministry of National Health Services Regulations & Coordination Islamabad (M/o NHS R&C).

To gather information, questionnaire survey method has been utilized based on the investigation of Hina (2015). An example of 250 representatives was chosen from five different public sector organizations out of which 210 participants returned properly finished surveys. To test the hypothesis, different empirical techniques like descriptive analysis, regression analysis, correlation analysis and moderation analysis have been conducted. The outcomes show weak positive significant relationship between transformational leadership and job satisfaction. Transactional leadership and organizational politics both have weak negative relationship with job satisfaction of employees with regards to public sector organizations. As well as moderation analysis is concerned, gender has a significant job in the relationship between transformational leadership and job satisfaction. The outcomes further clarify that there is a negative effect of organizational politics on job satisfaction.

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