

**IMPACT OF LEADERSHIP STYLES ON EMPLOYEE RETENTION  
WITH MEDIATING ROLE OF JOB SATISFACTION IN  
TELECOMMUNICATION SECTOR OF PAKISTAN**

**By**

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A thesis presented to Bahria University, Islamabad in partial fulfillment of the requirements for the degree of Masters of Philosophy

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## **ABSTRACT**

**Objective:** This study deals with the investigation of impact of leadership on employee retention with the mediating effect of job satisfaction in telecom sector of Pakistan. The purpose of this study is to make the telecom organization retain their employees by giving the due attention to one of the most important component of Human Resource i.e. Leadership in order to increase the efficiency and chances for overall future success of the organization.

**Background:** Today organizations around the world are progressively worried about having effective leadership which can not only help the employee reach their potential but also retain them for as long as possible.

**Results:** Results show that leadership plays a part in the retention of employees. Transactional leadership style has a direct relation while passive avoidant leadership has an indirect relation with employee retention and job satisfaction mediates between leadership styles and employee retention.

**Key words:** Leadership, Employee Retention, Job Satisfaction.



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