

**THE IMPACT OF AUTOCRATIC LEADERSHIP STYLE AND
WORKPLACE OSTRACISM ON DEVIANT BEHAVIOR WITH
MEDIATING ROLE OF PSYCHOLOGICAL CONTRACT
VIOLATION IN BANKING SECTOR OF ISLAMABAD/RWP
PAKISTAN**



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**A Thesis Submitted in fulfillment of the Requirements for the award of the
degree of Master of Philosophy (Management Sciences)**

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DEDICATION

To my beloved Father and Mother

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ABSTRACT

The purpose of the study is to explore the impact of Workplace Ostracism and Autocratic leadership on Workplace Deviant behaviors. This study is based on the social exchange theory and the main objective is to expand our knowledge on the destructive impacts of autocratic leadership and Ostracism. Autocratic leadership is defined as one of the authoritarian leadership styles that responds to their subordinated in authoritarian and harsh way and because of which worker feeling pain and low level of satisfaction. Deviance in employee's behavior is challenging for every organization across the globe and researchers are looking into the aspects that can rectify the negative impacts of deviant behavior.

The data for the present study were collected from a sample of 361 respondents from the Banking sector of Rawalpindi Islamabad which includes private sector banks from twin cities. Outcomes of this study indicates that there is a positive relationship between autocratic leadership and workplace deviant behavior of employees, and psychological deviant behavior mediates the relationship between Workplace ostracism and Autocratic leadership style with workplace deviant behavior.

Present study is a significant contribution in the area of management sciences and it has further multiple implications at both managerial and academic level. In future, it would be interesting to explore if the present research, for example, is applicable in the cross cultural contexts.