

**The Role of Servant Leadership on Employee Turnover
Intention through Organizational Citizenship Behavior in
Education Sector of Pakistan**



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ABSTRACT

The aim of this study is to explore the relationship between servant leadership and employee turnover intention and that organizational Citizenship behavior mediates that relationship in the context of Pakistan education sector. The sample of 364 academic staff was surveyed through a questionnaire.

The previous research has proved and concluded that there is a negative relationship between servant leadership and turnover intention and that relationship is mediated by Organizational Citizenship Behavior. The style of Servant Leadership plays a significant role in developing and maintaining a good relationship with the employees at workplace. This study can provide insights to relevant stakeholders and particularly Heads to reduce employee turnover intention at workplace. The result indicates that Servant leadership of Principal, Section Heads and coordinators has a significant effect on organizational citizenship behavior and consequently turnover intention of teachers.