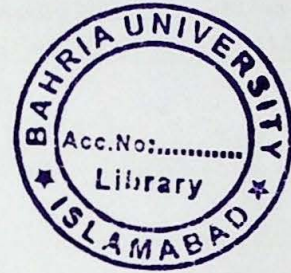


**ROLE OF LEADERSHIP TYPES ON EMPLOYEES' CAREER SATISFACTION AND
ADAPTIVE PERFORMANCE: A PAKISTANI BANKING CONTEXT**



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Abstract

The concept of positive leadership styles and its role in determining overall employee and organizational productivity and performance has gained major attention during the past few years. The major purpose of conducting this study was to examine the mediating effect of work engagement and job embeddedness in the link between diverse leadership styles i.e., servant leadership, ethical leadership, authentic leadership and employee outcomes such as adaptive performance and career satisfaction. Data were collected from a total of 287 employees belonging to banking sector. Due to frequent lockdowns, in response to Covid-19 pandemic, a cross-sectional design was used in which data of all the variables was collected in one time interval. The data were analyzed by using Hayes (2013) Process Patch. Results revealed that work engagement did not significantly relate with career satisfaction among employees. Contradictory to our proposed hypotheses, our findings also showed that job embeddedness negatively mediated the relationship between servant leadership, authentic leadership and ethical leadership and adaptive performance. In addition, all the three leadership styles i.e., authentic leadership, ethical leadership and servant leadership were positively related to work engagement and job embeddedness. Moreover, all three leadership styles were positively associated with employee's career satisfaction. Authentic leadership was negatively related to employee's adaptive performance. Finally, possible implications, limitations and future directions have been discussed.

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