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THE IMPACT OF WORK ENVIRONMENT AND TRANSFORMATIONAL LEADERSHIP ON JOB SATISFACTION IN HEALTHCARE INDUSTRY ISLAMABAD, PAKISTAN

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ABSTRACT

This study has focused mainly on identifying the impact of work environment and transformational leadership on job satisfaction in healthcare sector of Islamabad, Pakistan. This study has considered work environment and transformational leadership as independent variables. Whereas, job satisfaction has been considered as the dependent variable. However, healthcare sector of Islamabad has been the sector chosen for this study. Meanwhile, doctors, nurses and administrative staff working in healthcare sector of Islamabad have been finalized for data collection. Research instrument used within this study for the collection of data from respondents has been the structured questionnaire adopted from previous research studies. Various statistical instruments (such as descriptive frequencies, reliability, correlation, regression, etc.) have been used primarily to identify the relationship between variables of this study. Results have been drawn through statistical instruments mentioned above, with the help of SPSS software. Based on the findings, it has been found that there exists a significant relationship between work environment and transformational leadership (independent variables) and job satisfaction (dependent variable) in healthcare sector of Islamabad, Pakistan. Conclusively, this study has proved that work environment and transformational leadership positively impacts job satisfaction in healthcare sector of Islamabad, Pakistan.

Key Words: Work Environment, Transformational Leadership, Job Satisfaction, etc.

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