

Acknowledgement

All praise is to Allah, the most passionate and the merciful. There is just too much of His blessing in this life to count. Peace and blessings be on His Prophet (S.A.W.W).

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Dedication

I dedicate this thesis to my family who always encouraged me to prosper in life and career.

Abstract

Organizations have directed their focus and emphasis towards teamwork, but team commitment has not been widely studied in literature. The study aimed at determining the impact of team commitment on team performance in private and government sector organizations in Pakistan. A clear link helps in understanding how much relation, its level and impact, exists on performance. The mediating role of temporal team leadership on the relationship between team commitment and team performance is also studied. This study guide in linking and help the HR management in organizations to take up the matter and improve various outcomes at every level. For the purpose of the data collection, the closed-ended questionnaire was distributed among employees of private and public sector organizations and 199 responses were collected through online platforms. The findings showed that the team commitment positively influences team performance. The results supported that the temporal team leadership mediates the relationship between team commitment and team performance.

Keywords: temporal team leadership, team commitment, team performance, leadership style, time planning, employee performance, work environment, strategic management

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