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**The Impact of Paternalistic Leadership on Extra-Role Employee
Performance Moderated by Job Embeddedness**



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ABSTRACT:

The goal of this thesis is to offer suggestions and recommendations for how organizations might establish a healthy work environment. This thesis is about the leadership style that managers or high-ranking employees utilize to provide instruction and inspiration to their staff. Paternalistic leadership is defined as a “hierarchical relationship in which a leader guides the professional and personal life of subordinates in a manner similar to that of the parent, and in exchange expect dedication and deference.” Extra role performance has a significant impact on overall performance, especially when it comes to finance and businesses that deal with marketing and sales. The term “Job Embeddedness” refers to the common elements that influence employee retention. Elements that influence the representatives’ decision to continue their work, particularly those related to why workers need to keep their jobs. There were 320 total questionnaires circulated to the workers of twin cities’ telecom industry to determine the desire result that would be benefit the telecom industry and improve their performance at work. SPSS Software was used to generalize the finding of results in this thesis work, and after analysis, the researcher concluded that all hypotheses are accepted in this thesis and all hypothesis shows significant impact between variables, and job embeddedness has made the relationship strong between other two variables that is paternalistic leadership and extra role employee performance.

Keywords: extra role employee performance, job embeddedness and paternalistic leadership.