EXAMINING THE ROLE OF STATE ANXIETY AND EMOTIONAL EMPATHY, BETWEEN AUTOCRATIC LEADERSHIP AND ORGANIZATIONAL CITIZENSHIP BEHAVIOUR IN INFRA-STRUCTURE DEVELOPMENT SECTOR OF PAKISTAN

HAMZA ABBAS

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APPROVAL FOR EXAMINATION

Scholar's Name: Hamza Abbas

Registration No.: 03-321202-014

Program of Study: Masters of Business Administration

Thesis Title: Examining the Role of State Anxiety and Emotional Empathy, Between Autocratic Leadership and Organizational Citizenship Behaviour In Infra-Structure Development Sector of Pakistan.

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I dedicate this thesis to my beloved parents, who have been my constant source of inspiration. They have given me the drive and the discipline to tackle a task with enthusiast a determination. Whose legacy of honesty, integrity, and dedication will live in our several generations without their love and support this project would not have been complete.

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03-321202-014

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ABSTRACT

This study contributes to the study of the leadership literature by examining how Autocratic leadership impacts. Specially, whether employee's Organizational Citizenship Behaviour could be harmed by Autocratic supervision through State Anxiety. Moreover, this study investigates whether Emotional Empathy helps in toning down the harmful effects of Autocratic supervision on State Anxiety. This is a cross sectional study and data is collected through questionnaire from the development sector organizations including Government and Private at 5% level of margin and 95% confidence level. Simple random sampling technique is used to collect samples and sample size is calculated by the formula of Krejcie and Morgan. The tool for analysis is SPSS. The time takes to complete this research is 2 to 3 months. However, the result of this research helps organizations to create an environment that increases the employee's Organizational Citizenship Behaviour. This research further creates new pathways for researchers to research the other negative leadership style.

Keywords: *Autocratic Leadership, Emotional Empathy, State Anxiety, Organizational Citizenship Behaviour*

TABLE OF CONTENT

Contents

APPROVAL FOR EXAMINATION II

AUTHOR'S DECLARATION III

PLAGIARISM UNDERTAKING IV

ACKNOWLEDGMENT VI

ABSTRACT VII

TABLE OF CONTENT VIII

CHAPTER 1 1

1.1 INTRODUCTION 1

1.1.1 Background *1*

1.1.2 Problem Statement *3*

1.1.3 Research Gap *4*

1.1.4 Research Questions *5*

1.1.5 Research Objectives *6*

1.1.6 Scope of Work *6*

1.1.7 Motivation behind the study *7*

1.1.8 Significance of study *7*

CHAPTER 2 8

LITERATURE REVIEW 8

2.1 Defining variable *8*

2.2 Relationship between variables *25*

2.3 Theoretical Framework *30*

2.4 Hypotheses Summary *31*

CHAPTER 3 32

METHODOLOGY 32

3.1 Research Methodology *32*

3.2 Research philosophy *34*

3.3 Research Approach *34*

3.4 Methodological Choice *35*

3.5 Research Strategy *35*

3.6 Time Horizon *36*

3.7 Data Collection Tools *36*

3.8 Limitations of the Study *37*

CHAPTER 4 38

DATA ANALYSIS 38
4.1 Overview *38*
4.2 Introduction *39*
4.3 Demographic Profile *39*
4.4.1 MEASUREMENT MODEL 45
4.4 Testing Model *46*

CHAPTER 5 ..... **61**

5.1 DISCUSSION 61
5.2 THEORETICAL IMPLICATIONS 64
5.3 LIMITATION AND FUTURE RESEARCH 64
5.4 CONCLUSION 65

REFERENCES **67**