

**IMPACT OF HYBRID LEADERSHIP ON ORGANIZATIONAL
COMMITMENT: MODEARTING ROLE OF ORGANIZATIONAL
CULTURE IN BANKING SECTOR OF PAKISTAN**

By

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(Anam Kamal)

DEDICATED
To My
Adorable Parents and
Sisters

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ABSTRACT

Globalization is producing an increasingly interconnected world with concealing political, economic, and particularly cultural boundaries among nations. The growing interconnectedness and the resulting hybridization of cultures call for leaders with compatible leadership abilities. However our existing leadership frameworks fail to answer the call. The field of leadership studies still very old and use existing leadership style. This research is an exploration of a new leadership framework which responds to this changing dynamic. These an emerging leadership concept called hybrid leadership. Hybrid leadership is a constant, and dynamic blending of the gender leadership of traits. The leadership characteristics of the leaders are marked by global competencies, multiple cultural and sectoral mindsets, adaptable skill sets, and interdependent visions. It also check the role of the moderating variable “Organizational culture” on Hybrid leadership and organizational commitment. The study uses data collected from 10 banks in Islamabad. This included 300 employees from the 10 selected banks of Pakistan (Islamabad). This study shows that an extensive application of Hybrid leadership is associated with an increase in employee’s organizational commitment, job satisfaction, and motivation and also reduce turnover intention in the organization. In total 300 employees were surveyed. Overall, employee level suggest that Hybrid leadership are associated with organizational culture and employee’s organizational commitment. This study uses average method to examine the impact of Hybrid leadership on employee’s organizational commitment. It also uses correlation and linear regression as well as ANOVA methods to test the result. Overall, findings suggest the greater use of Hybrid leadership is associated with increase in organizational commitment.

Key words: Hybrid leadership, Organizational commitment, Job satisfaction, Motivation, Turnover intention, Organizational culture.