

# **IMPACT OF THE BOSSES' BEHAVIOR ON EMPLOYEE'S MOTIVATOIN IN PRIVATE OR PUBLIC UNIVERSTIES IN PAKISTIAN**

**By**

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A thesis presented to the Department of Management Sciences, Bahria University  
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of the MBA degree



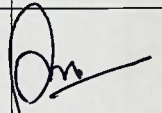
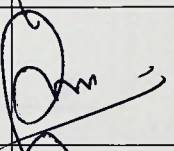
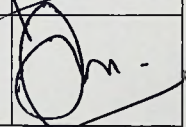
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## MBA Thesis

### 2<sup>nd</sup> Half-semester Progress Report & Thesis Approval

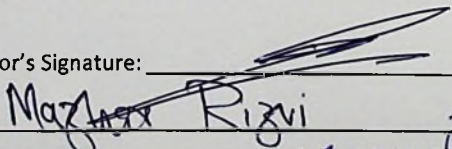
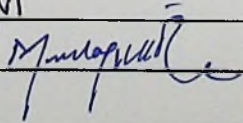
#### Supervisor-Student Meeting Record

No.	Date	Place of Meeting	Topic Discussed	Signature of Student
5	Oct 10 <sup>th</sup>	Cubical	Introduction	
6	Nov 13 <sup>th</sup>	Cubical	Statistics and data validity	
7	Dec 1 <sup>st</sup>	Cubical	Recommendation & Conclusion	

#### APPROVAL FOR EXAMINATION

Candidate's Name: MUHAMMAD IBRAHIM Registration No. 35367  
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I hereby certify that the above candidate's thesis has been completed to my satisfaction and, to my belief, its standard is appropriate for submission for examination. I have also conducted plagiarism test of this thesis using HEC prescribed software and found similarity index at 17% that is within the permissible limit set by the HEC for the MBA thesis. I have also found the thesis in a format recognized by the Department of Management Sciences.

Supervisor's Signature:  Date: 2 Feb - 2016  
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## Abstract

**Purpose:** The study is conducted with aim to understand the impact of the behavior of the bosses on the motivation level of the employees in the universes in Pakistan focusing the case of Baharia University

**Research Methodology:** During the study a sample size of 100 respondents are selected and based on the sample size questionnaire is used to collect the responses and graphical analysis along with correlation analysis is applied to understand the overall process.

**Findings of the Research:** It is clear on the basis of this study that there is capacity of improvement of managerial skills in the managers or supervisor in the academic sector of Pakistan i.e. universities. The team works qualities although exist the work environment but it is less opportunists to each employee to contribute and get benefited from it and role of manager or supervisor is significant in this aspect to bring improvement. It directly affects the employee motivation level and retention rate within the organization that is critical to organizational sustainability. It is also found in this study although training and development opportunities exist in the work environment of the universities in Pakistan but the quality of sharing and results in biased behavior of manager toward the employee and less opportunities to the sub ordinances to learn and grow with the organization and contribute interactively.

**Practical Implications:** This research study helps the manager and human resource department of universities to bring improvement in the code of conduct and improve the retention rate.

**Keywords:** Motivation, Productivity, Performance, attitude

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