"The impact of Employee Voice on Employee Job Satisfaction, considering moderating role of Perceived Organizational Support"

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DEDICATION

Dedication to my family who support me in this journey of education. Their continuous encourage and trust enable me to achieve at this position. Dedication goes to all those teachers who were in the journey of my whole educational career. They taught me confidence, self-realization and much more.

ABSTRACT

This study empirically tests the relationship between employee voice and employee job satisfaction considering the moderating role of perceived organizational support among the employees of banking industry of Pakistan typically including top five banks, Habib Bank Limited, Allied Bank Limited, United Bank Limited, National Bank of Pakistan and Muslim Commercial Bank. The thought of employee voice has picked up noticeable quality over the most recent two decades with analysts from alternate points of view examining the subject. All around, this exploration has discovered that practicing voice in the workplace is identified with positive states of mind towards job satisfaction as well as organization. Using the survey data (n=155) i found evidence to find the hypothesized relationship between employee voice and job satisfaction and moderating role of perceived organizational support. Results showed that employee voice positively impacts the job satisfaction and also perceived organizational support positively moderates the relationship.

Keywords: employee voice, job satisfaction, perceived organizational support

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