

**"Impact of Ethical Leadership on Affective Organizational  
Commitment and Job Satisfaction: A Case from Banks in  
Pakistan"**



**By:**

*Harris Shahzad Moazzam*      *01-222162-013*

**MBA**

**Supervisor:**

Commander Ijaz Ahmad

**Department of Management Science  
Bahria University Islamabad**

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## **Abstract**

The current research was to investigate the Ethical Leadership behavior impact on employees job satisfaction and organizational commitment at workplace. The study was based in banking industry of Rawalpindi and Islamabad. The data was collected through standardized instrument. A sample of 250 participants were selected as research sample based on convenient sampling technique. The analysis of data indicated that ethical leader's behavior or ethical leadership has a positive and significant impact on job satisfaction and organizational commitment. This research showed that leaders behavior poured significant and direct impact on not only employees themselves but also on their working capacity. The ethical leadership poured positive and significant impact on employees job satisfaction and also on employees organizational commitment. It indicated that as the behavior of leader became ethical its employees change from their existing level and they were satisfied and committed with organization. A survey of 250 employees was conducted in the banking sector of Rawalpindi and, Islamabad. Self-administered questionnaires were distributed. The sampling technique used was convenience sampling. Correlation and Regression techniques were used to analyze the results. Results of our study showed that ethical leadership has positive impact on employee job satisfaction and employee Affective commitment.