

**Mediating Role of Leader Member Exchange in the Relation Between  
Organizational Justice and Employee Task Performance: An Empirical study  
of the Telecommunication Sector of Pakistan**



*By:*

*Sahar Tauqir*

*01-222171-051*

**MBA Human Resource Management**

**Supervisor:**

**Muhammad Ali Baig**

**Department of Management Sciences**

**Bahria University Islamabad**

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## **Abstract**

This study focuses on the relationship between Organizational Justice and Employee Task Performance with the mediating role Leader-Member Exchange (LMX). The study primarily focused on the perception of employees in the telecommunication companies of Pakistan regarding organizational justice practices and the quality of their relationship with their supervisors and how such perceptions predict their job performance. Data were collected using questionnaire from 272 employees working in the Telecommunication sector of Pakistan. The result revealed that all three kinds of organizational justices (distributive justice, procedural justice and interactional justice) predict the employee task performance but interactional justice along with leader-member exchange impacts more strongly on job performance.

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