

**THE IMPACT OF LEADER-MEMBER EXCHANGE WITH
MEDIATING ROLE OF WORK ENGAGEMENT ON JOB
SATISFACTION**



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Fall/ Spring-Year.

Viva-Voce Examination

Viva Date 24 / 06 / 2019

Topic of Research: **THE IMPACT OF LEADER-MEMBER
EXCHANGE WITH MEDIATING ROLE OF WORK
ENGAGEMENT ON JOB SATISFACTION**

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ACKNOWLEDEMENT

From the deepest of my heart, I would like to thank Almighty ALLAH for the unconditional love He has shown me throughout my life and strength He has provided me to cope with any challenges that come across in my life. I would like to thank and appreciate the effort of my supervisor Mr. Aftab Haider who has shown his devotional commitment towards the accomplishment of this dissertation. His professional guidance, overwhelming attitude and irresistible support has made this dissertation a possibility within limited span of time allowed. I would like to thank my family, as I am very grateful for their love and support through every thick and thin phase of my life. My family has been the prime reason behind the success and achievements that I have in my master's degree. I owe a great debt of gratitude to my parents for their continuous support and for being my motivation throughout my life. I would like to appreciate the supporting effort of my graduate friends who has helped me a lot throughout my graduate degree.

ABSTRACT

This study is focused mainly on identifying the impact of leader-member exchange with mediating role of work engagement on job satisfaction. This study has selected manufacturing sector of Pakistan and targeted the officials of manufacturing firms to collect the data to be used within this study. Research instrument used within this study for the collection of data from respondents has been the structured questionnaire. Various statistical instruments that are used primarily to analyze the relationship between these variables includes descriptive frequencies, reliability, correlation, regression, ANOVA, coefficient etc. The results interpreted through correlation and regression by the help of SPSS software have shown the significant positive correlation between leader-member exchange (independent variable), work engagement (mediating variable), and job satisfaction (dependent variable). The findings have explained that leader-member exchange and work engagement prove highly significant in influencing job satisfaction in manufacturing sector of Pakistan. Conclusively, it has been found that leader-member exchange and work engagement has significant positive impact on job satisfaction, whereas there exists a positive relationship between leader-member exchange and work engagement in manufacturing sector of Pakistan.

Key Words: Leader-Member Exchange, Work Engagement, Job Satisfaction, etc.

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