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*“The Role of Toxic Leadership on Employees Performance with Mediatory
Effect of Employees Commitment: A Study of Service Sector
”*



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ABSTRACT

This study is focused mainly on identifying the impact of toxic leadership on employee performance with mediatory effect of employee commitment. This study has selected banking sector of Pakistan and targeted the employees of banking institutions 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 a structured questionnaire. Various statistical instruments that are used primarily to analyze the relationship between toxic leadership, employee commitment, and employee performance 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 impact that toxic leadership and employee commitment has on employee performance. The findings have explained that toxic leadership prove highly significant in influencing employee performance within banking sector of Pakistan. In addition, it has been found that toxic leadership (independent variable) and employee commitment (mediating variable) have significant negative impact on the employee performance (dependent variable) within banking sector of Pakistan.

Key Words: Toxic Leadership, Commitment, Employee Commitment, Organizational Commitment, Performance, Employee Performance, etc.

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