

**Moderating Effect of Coworker Trust on the Relationship between
Role Stressors and Job Performance in Banking Sector of Pakistan**



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DEDICATION

IWOULD DEDICATE MY RESEARCH WORK TO MY PARENTS,
TEACHERS AND FRIENDS FOR THEIR SUPPORT, LOVE AND
ENCOURAGEMENT.

ACKNOWLEDGEMENT

All praises and thanks are for Almighty Allah, the Merciful, the only Creator of the universe and the Source of all knowledge and wisdom, who blessed me with health, thoughts, talented teachers and helping friends.

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Abstract

The objective of our study is to find out the moderating effect of coworker trust on the relationship between role stressors and job performance. To find out the relationship, data was collected from 250 respondents from three banks includes; National bank, Habib bank and Muslim Commercial bank with the help of Survey Questionnaires. All questions for measuring variables were previously developed by the researchers and all questions were measured at 5 point Likert scale. Data collected from the regional head offices and branches of National Bank of Pakistan, Habib Bank Limited and Muslim Commercial Bank in Islamabad. 330 questionnaires were distributed out of which 250 were received, convenient sampling technique has been used for sample selection. It was hypothesized that role stressors has a significant negative effect on employee job performance and coworker trust positively moderates the relationship of role stressors and job performance. For analysis, reliability test, correlation analysis, regression analysis and moderation method has applied. The results revealed that role stressors have significant negative impact on employee performance and there is insignificant impact of coworker trust on the relationship between role stressors and job performance.

Keywords: Role stressors, Job performance, Coworker trust, Role conflict, Role ambiguity, Role overload.

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