

University of Management and Technology | UMT

**Impact of Social Support on Job Stress and Employee's Wellbeing:
Moderating Role of Organizational Politics**

A Thesis Submitted to
School Of Business and Economics
in Partial Fulfillment of the Requirements
for the Degree of
MASTERS OF SCIENCE IN MANAGEMENT



By

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2015

The Thesis Titled

“Relationship between Social Support, Job Stress and Employee’s Wellbeing: Moderating Role of Organizational Politics”

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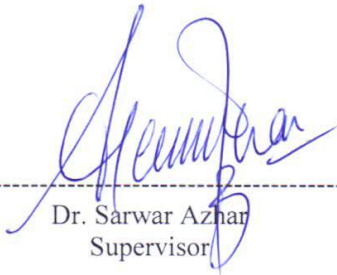
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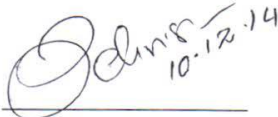
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Declaration

This thesis is submitted to Graduate Research Committee, School of Business & Economics; University of Management & Technology, Lahore, Pakistan; in fulfillment of the requirements of the degree of MS leading to PhD in management. This thesis represents my own original work towards my research degree and therefore contains no material which has been previously submitted for a degree or diploma at this university or any other institution, except where due acknowledgement/reference is made.

Acknowledgements

I praise ALLAH for EVERYTHING. My thanks are extended to the people involved in this thesis. First and foremost, I express my heartfelt thanks for the supervision provided by my supervisor, Dr. Sarwar M. Azhar and co-supervisor, Mr. Khuram Shahzad. I don't find appropriate words to acknowledge his passion, dedication to research, invaluable comments, constructive advices and keenness for the technicalities of this thesis. Undoubtedly, his learned insights into research have helped me to keep things in the correct perspective, and to develop my skills in research design, thesis writing, and logical reasoning. His easy availability, prompt feedback, and especially his personal concern for my development and thesis's completion are some of the factors which make him unique. I deeply appreciate all that he has done for the completion of this thesis.

I would also like to thank Dr. Ahmed F. Siddique for his unconditional guidance in area of statistical analysis.

Special thanks to the participants of many organizations who generously gave up their time to complete the required questionnaires.

I would also like to acknowledge my institute "University of Management & Technology" for providing me with a platform of learning, development, and professional excellence.

Finally, I thank my parents, teachers and friends for their invaluable support and prayers.

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Abstract

The aim of this research is to understand the extent to which social support reduces job stress and increases wellbeing of employees. This study also aims to identify if organizational politics moderates these relationship in the business organizations operating in Pakistan. Data are collected from the 179 respondents (employees) of private sector organizations by employing survey method. Different position holders of the organizations have participated in this study. Simple regression analysis was used to measure the impact of social support on job stress and employee's well-being and that of job stress on well-being. Hierarchical regression was used to test the moderating effect of organizational politics. Results show that a significant relationship exists among social support, job stress and well-being. However, the study proposes negative relationship between social support and job stress and positive relationship between social support and well-being but the results show negative relationship between social support and well-being. Results also show that organizational politics play a significant moderating role and it not only moderates the relationship of social support with job stress and well-being but these relationships also become positive in the presence of the moderator. Discussions and implications of the study are also discussed in the end.

Keywords: Social support; Job stress; Well-being; Organizational Politics