

**Impact of Social and Economic Leader- Member Exchange on Employee Behavior
through the Moderating Role of Supervisor Organizational Embodiment**

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Declaration

I hereby declare that this submission is my own work and that, to the best of my knowledge and belief, it contains no material previously published or written by another person nor material which has been accepted for the award of any other degree or diploma of the university or other institute of higher learning, except where due acknowledgement has been made in the text.

Fareeha Javed Cheema

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Abstract

The main purpose of this study was to investigate two dimensions social and economic member exchange of leader-member exchange and their effect on employee behavior, and to what extent SOE moderates between these relations. The data was collected from 219 employees of manufacturing industry. The whole research takes more than 10 months. The hypotheses were tested through correlation and regression analysis. The results provide significant support for some of the hypotheses and for some insignificant support were found. Significant results were found for social leader member exchange is positively related with organizational citizenship behavior and supervisor organizational embodiment moderates between them. From analysis it is concluded that supervisor organizational embodiment does not moderate between social leader member exchange and prosocial behavior. Contradictory to previous research and our expectations insignificant results were found, analysis proved that supervisor organizational embodiment does not moderate between economic leader member exchange and organizational citizenship behavior and prosocial behavior respectively. The possible reasons behind these results, recommendations and future research discussed.

Key words: Social Leader-Member Exchange, Economic Leader-Member Exchange, Organizational Citizenship Behavior, Prosocial Behavior, Supervisor`s Organizational Embodiment

Chapter 1

Introduction

1.1 Background

Organizations are the most important pillar in the success of any country. Human resource is the key factor in the success of any organization. There is a strong connection between organizations and employee behavior, because employees are the prominent assets of an organization. To achieve their goals and objectives, organizations must have adequate human resource. For this, organizations satisfy the needs of their employees through different ways