

# **Visionary leadership and organizational change; the mediating role of trust**

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## **DEDICATION**

I predominantly dedicate my earnest gratitude to Allah Almighty, to give me enough strength to complete this work I would like to pay a big thanks to my parents for their support throughout my life, although word “thank you” would never justify their efforts and prayers.

## **Abstract**

The purpose of this thesis is to empirically examine and explore the impact of visionary leadership (VL) on organizational change (OC), and the mediating role of trust in leader in the relationship. Now a day's organizational change is deliberated as an essential factor to gain competitive advantage and meet rapid economic changes for the organizations. The key contribution of this study is; it attempts to explicate and test the key role of visionary leadership in bringing and implementing change in the organizations. All the established relationships are empirically tested, theoretically explained and supported through literature review. The Population of this study is the managerial level employees of selected banks operating in Lahore. Sample size of this study consists of 180 employees. It is a cross sectional study and data was collected through survey questionnaires. Results revealed that the variables (VL, OC) of the study exhibit positive relationship and are correlated but trust in leader and organizational change is negatively correlated. Three established hypothesis are accepted while one is rejected. And it is found that trust in leader partially mediates the relationship of visionary leadership and organizational change.

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## **Keywords**

Visionary Leadership, Organizational Change, Trust in leader

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# CHAPTER 1

## 1. Introduction

Industry and organizations are undergoing a steady transformation from traditional ways of doing business towards implementation of new technology . This transformation led the organizations to go through a process of change to transfer the organizational structure, process and technology. Business trends are changing all over the world; organizations have to develop their structures according to the changing trends and the organizations that do not change, cannot survive in this era . Developing a change readiness climate in the organization is the duty of leader. Leader should prepare the employees to accept change.