

Impact of Transformational and Paternalistic leadership  
Styles on employees satisfaction, commitment and trust in  
Higher Education Institutes  
(A Comparative Study of Public and Private Sector)

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**THESIS**

## **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 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.

## **Abstract**

The main objective of this study is to investigate the impact of Transformational Leadership style and Paternalistic Leadership Style on employees' satisfaction, commitment and trust level in Higher Education Institutes. Another objective is to compare public and private institutions on the same model/variables. To test the hypothesis, data was collected from different universities of Lahore. Results of the data show that both transformational and paternalistic leadership style has an impact on trust, satisfaction and commitment. However, if we compare paternalistic with transformational leadership style results show that paternalistic leadership style has more impact than transformational leadership style on employees' satisfaction, commitment and trust. Moreover, leadership style in public and private sector, trust has more weightage than satisfaction and commitment.

## ACKNOWLEDGEMENTS

All the praises and gratitude are to Almighty Allah, the most beneficent, the most merciful and all blessing for the Holy Prophet (Sallalla-ho-Alah-i-Wasallum), who is forever, a torch of guidance and Knowledge for humanity as a whole. I bow before almighty Allah for blessing me with good health to accomplish this research work.

I am most grateful to several persons who continued to inspire me in the completion of the research work.

I am filled with an excessive pleasure to express deep sense of cordial gratitude to my supervisor, Dr. Sarwar M. Azhar PhD (Business Management) University of Nottingham UK Professor, Director PhD Programs and CGR University of Management & Technology, Lahore for his discussions and informative guidance, valuable suggestions, constant help and humble attitude to lead and carry out the research work. I have great regards for his encouragement, his dedication and motivation that enabled me to complete the research work successfully in stipulated time.

I am also thankful to my co-supervisor, Mr. Khuram Shahzad Assistant Professor, Director MS Management Program, University of Management and Technology, Lahore for his inspiring guidance and continuous encouragement during the research work. He always helped and sparked my interest of research.

I am extremely grateful to Prof. [Dr A Rashid Kausar](#), [Dr Tashfeen Mahmood Azhar](#) and [Dr Ahmed Faisal Imtiaz Siddiqi](#) for providing healthy environment to carry out my research work with mental ease and peace of mind and my sincere thanks to all teachers of the Department of Management for their extended co-operation at every moment during my study at UMT, Lahore.

I also express special regards to my colleagues at the University of Education, Lahore and Directorate of Staff Development (DSD), Lahore and my class fellows specially to Mr. Adnan Siddique and Mr. Usman Riaz Mir for their valuable moral support during my research work.

I am greatly indebted to my beloved Father Makhdoom M. Duryab Yousaf Hashmi, Founder and Chairman “Pakistan Bachao Party (PBP)” and Chairman “Pakistan Progressive Labour & Human Rights Organization”, my Mother Dr. Fakhra Idrees Hashmi (Ph.D in Chemistry), Ex-Principal Govt. Islamia College for Women Cooper Road & Govt. Islamia College for Women Bund Road, especially to my “Phuppo” (late) Ms. Fakhra Tasneem Hashmi, Ex- Controller Examinations Divisional Public School (DPS) Model Town, my “Chacho” G. Sumdani Hashmi, my “Phoppo” Naheed Yousaf and all my family members for their heartiest prayers. Last, but not the least, I am highly obliged to my well wishing wife Dr. Sehrish Aamir and my cute little Angels my daughters, Alishba Aamir and Aroush Aamir, who scarified and suffer a lot for me in this struggle during the period I remained away from them.

It would be unjust if I will not appreciate the cooperation and support extended by my mentors Dr. Hasan Sohaib Murad, Rector University of Management & Technology (UMT) and Mr. Abid H K Sherwani, Director External Relations, UMT, Lahore.

I thank to all, who deserve but have remained to mention above. I also pray for all of them a happier future and express my best wishes (Ameen).

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