

ABSTRACT

Leadership has been a major focus of research for decades. The leader-member exchange (LMX), which is one of the most potent views in leadership literature, is significant for the current research. Employee job satisfaction is heavily influenced by leadership. Effective leadership is a critical component in increasing employee work happiness, as it may establish an environment that promotes employee engagement and job satisfaction. Understanding how the LMX connection affects job satisfaction, which influences whether or not people stay on the job, was an important component of this study.

This study investigates LMX dynamics and their influence on employee job satisfaction in the private banking sector of Hyderabad, Sindh, Pakistan. The study was conducted as a complete inquiry and used a quantitative method, using quantitative data from surveys to dive into the complex interactions between leaders and members inside the organizational framework.

The findings of the study show a strong link between positive LMX perceptions and increased employee job satisfaction in Hyderabad, Sindh's private banking industry. Trust appeared as a major element, followed by good communication and mutual respect, which all contribute considerably to employee satisfaction at work. The findings provide practical insights for organizations seeking to improve leadership practices and foster a healthy work environment.

By focusing on the private banking industry in Hyderabad, Sindh, this study adds to the body of knowledge currently available on organizational behavior. The findings of this study may help organizational leaders and human resource practitioners develop focused methods to strengthen leader-member interactions, resulting in higher job satisfaction and overall employee well-being.

Keywords: Leader-Member Exchange, Job Satisfaction, Healthy Work Environment, Organizational Commitment, Job Security.