

Impact of Spiritual Leadership on Employee  
Commitment on Higher Education Sector of Pakistan



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By

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# Impact of Spiritual Leadership on Employee Commitment on Higher Education Sector of Pakistan

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I, WaqasKhan (Reg. No.28493), hereby, declare that I have produced the work presented in this thesis during the scheduled period of study. I also declare that I have not taken any material from any source except referred to wherever due that amount of plagiarism is within acceptable range. If a violation of HEC rules on research has occurred in this thesis, I shall be liable to punishable action under the plagiarism rules of the HEC.

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## DEDICATION

I would like to dedicate my work to my parents. I would also like to dedicate my work to brilliant minds of Pakistan who have always produce something valuable for their country and made us all proud. Last but not the least, I would like to dedicate this piece of work to Pakistan; land of pure people.

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## ABSTRACT

### **Impact of Spiritual Leadership on Employee Commitment on Higher Education Sector of Pakistan**

Spiritual Leadership and Employee Commitment are essential ideas that are being examined and practiced broadly in authoritative settings. In today's situation, organizations are spending a considerable measure of cash for the representative responsibility. Spiritual Leadership helps in improving the representative and authoritative execution, and the workers' dedication and commitment increase the value of the organization and make it more productive. Research has demonstrated that there is a solid effect of spiritual leadership on employee commitment. We found a positive relationship of Spiritual Leadership with Employee Commitment. Point of this investigation is to define the affiliation between Spiritual Leadership and Employee Commitment and its influence on higher education sector. Surveys and questionnaires developed for this object were being filled up by the representatives of various Universities. The information got from the plaintiffs is examined through method, SPSS 16.0 project. A portion of the examinations utilized for deciding this study incorporates: Descriptive, Reliability, Correlation and Regression investigation. These examinations are utilized to acknowledge or dismiss the speculation (Null and Alternative). The outcomes demonstrated that there is positive association between two variables of this study; Employee Commitment (dependent variable) and Spiritual Leadership (independent variable).

**Key Words:** *Spiritual Leadership, Employee Commitment, Altruistic Love, Effort, Job Performance*