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The Impact of Leadership Style and Employee Motivation on Job Performance Mediating Role of Organizational Commitment and Moderating Role of Employee Experience

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KEYWORDS	ABSTRACT
Leadership Style, Employee Motivation, Job Performance, Organizational Commitment, Employee Experience.	This research aims to examine the impact of leadership style on job performance. In addition, the study investigates the effect of employee motivation on job performance and explores the mediating role of organizational commitment. Lastly, the study examines the moderating role of employee experience on job performance. The research adopts a quantitative approach grounded in positivism. The research population consists of employees working in multinational companies, with a sample size of 300 participants. A convenience sampling technique was employed to select the respondents. Data were collected using a survey questionnaire. The data analysis was conducted using SPSS and Smart PLS SEM. First, leadership style has a significant impact on job performance, with certain leadership approaches, contributing more positively to employee productivity. Second, employee motivation was found to have a significant influence on job performance. Additionally, the study identifies organizational commitment as a mediating factor between leadership style, employee motivation, and job performance. Lastly, employee experience is shown to moderate the relationship between leadership style, employee motivation, and job performance, with more experienced employees exhibiting higher job performance in response to effective leadership and motivation strategies.
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