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# **LIST OF ABSTRACTS**

# **The Effects of Work-Family Conflict on Employee Performance with Mediating Factor of Emotional Exhaustion and Moderating role of Perceived Supervisor Support**

**Shanzay Ali Khan**

*Karachi Institute of Economics and Technology*

*Email: shanzayalikhan3@gmail.com*

## **ABSTRACT**

**Purpose:** The purpose of this study is to fill the gap and explain the impact of work-family conflict and other factors on employee performance. To explore the association between work-family conflict and employee performance and measure the effects of perceived supervisor support and emotional exhaustion.

**Design/methodology/approach:** A questionnaire was answered by 100 employees working in the service industry and data was run through SMART PLS4

**Findings:** Data analyses indicate that there is a negative relationship between work-family conflict and employee performance and a positive relationship between work-family conflict and the employee's emotional exhaustion. Furthermore, it was revealed that perceived supervisor support has a significant moderating effect on the relationship between work-family conflict and employee performance.

**Research limitations/implications:** the work-family conflict was measured by assessing the employee responses from a general population of the service industry, due to the lack of them not being specifically from any field, the data limited the possibility of establishing the specifics of the employees.

**Practical implications:** Considering that positive perceived supervisor support precedes good relations between the employee and employee performance, it is recommended that organizations develop respectful relationships with their staff

**Originality/value:** The added value of this empirical study lies in mediating and moderating the role of emotional exhaustion and perceived supervisor support in the analysis of the relationship between work-family conflict and employee performance.

**Keywords:** *Work-Family Conflict, Emotional Exhaustion, Employee Performance, Perceived Supervisor Support*

# **Impact of knowledge sharing behavior on job satisfaction and innovative behavior; intrinsic motivation as a moderator**

**Fareeha Zaki<sup>1</sup>**

*Karachi Institute of Economics and Technology, Karachi, Pakistan*

## **Abstract:**

**Purpose:** The purpose of this paper is to examine the influence of knowledge-sharing behavior on the innovative work behavior and job satisfaction among employees. This research examines the moderation of intrinsic motivation between knowledge sharing behavior, job satisfaction and innovative work behavior.

**Design/methodology/approach:** This study used a descriptive design with convenience sampling. Data were gathered using a structured questionnaire, and they were analyzed using 100 questionnaires. Partial Least Squares (PLS) Structural Equation Modeling-Variance Based was used to assess the study model (SEM). Structural and measurement model were used to examine the model.

**Findings:** In this study, intrinsic motivation was observed to have a positive effect on the relationship between job satisfaction and innovative work behavior, while knowledge sharing behavior itself has significantly negative effect on job satisfaction. Moreover, intrinsic motivation buffers the insignificant effect of knowledge sharing behavior on innovative work behavior and job satisfaction.

**Originality/Value:** The results will be used to identify how a firm can better understand the motivating and needing aspects of its employees as well as how to deal with them in order to increase workplace efficiency. The findings will be very helpful to a variety of organizations and workforce employers in learning various approaches to improve the performance of their employee.

**Limitations:** A small sample size was used in this study, which was only concerned with one city.

**Keywords:** Job satisfaction, Knowledge-sharing behavior, Innovative work behavior, Intrinsic motivation

# **THE IMPACT OF REMITTANCES ON FINANCIAL DEVELOPMENT IN SOUTH ASIA”**

Working Research Paper

By:

**FASIHA NIZAM**

## **Abstract**

This research paper attempts to determine the impact of Remittances on Financial Development in South Asia. The indicators of financial development have chosen to define the impact and relationship between the variables. A sample of 8 South Asian Countries is examined. Data is analyzed by applying Systematic Sampling Technique – Fixed effect model & Instrumental Variable Model via STATA. Remittances are taken as independent variable, Domestic Credit to Private Sector to GDP, Liquid Liability, Credit to GDP, Bank Deposit to GDP is considered as dependent variables, On the other hand Inflation, Per Capita GDP and Trade Openness are taken as control variables.

**Key Words:** Remittance, Financial Development, Liquid Liability, Domestic Credit to Private Sector to GDP, Credit to GDP, Bank Deposit to GDP, Inflation, Trade Openness, Per Capita GDP, Diaspora, Endogeneity.

# **Mediating Impact of Transformational Leadership with Moderating Effects of Employees' Psychological Well-Being and Cognitive Trust In Leadership On The Relation Of Emotional Intelligence And Job Performance**

**Noshaba Kanwal**

*Karachi Institute of Economics and Technology, Karachi, Pakistan*

## **Abstract**

**Purpose-** While HRM practices the concept of Leaders' emotional intelligence is widely spread not only in developed countries but also in emerging countries and it has a great impact on job performance. Therefore, this study explores the relationship between Mediating the impact of transformational leadership with moderating effects of employees' psychological well-being and cognitive trust in leadership on the relationship between Leaders' emotional intelligence and job performance.

**Methodology/Design-** To select the samples for the statistical tool, the Convenience sampling method was used the research design chose a sole sector to lessen the confusing influence of non-controllable variables in this research, such as political, cultural, & economic settings. This study is based on the quantitative approach in which 320 questionnaires were distributed to a population of 290 people in the related sector.

**Results-** As anticipated, a high level of LEI leads to transformational leadership behavior, which forecasts a high level of the Job performance of employees working under a transformational leader and so progresses psychological well-being. The whole findings of the study raise awareness related to psychological well-being and its antecedents associated with LEI outcomes and have substantial theoretical and practical suggestions as they align with the theoretical foundation as well as previous and modern literature. But we found no moderating impact of psychological well-being on the relationship between Transformational Leadership Ship and job performance.

**Conclusion-** Overall results approach the level of understanding of the following framework for the achievement of a sustainable environment through Focused leadership styles in HR practices Discussions and limitations for future researchers are provided in concluding the study

**Keywords:** *Leaders Emotional Intelligence, Transformational Leadership, Psychological Well-Being, Cognitive Trust In Leadership, Job Performance, Work Engagement*