

This study was designed to test the path-goal theory of leadership in Pakistan telecom (mobile) industry. The study explored relationship between leadership behaviors (directive, supportive, participative and achievement-oriented) of middle managers and job satisfaction of subordinates. Path-goal leadership model attempts to explain the impact of leader behavior on the subordinate motivation, satisfaction and performance.

Leadership behaviors (directive, supportive, participative and achievement-oriented) of managers were measured through leader behavior items. Subordinates' satisfaction was measured by the job descriptive index. While job expectancy I and job expectancy II were measured through job expectancy scale. The four path-goal leader behaviors, seven moderating variables and nine subordinates' outcomes were measured through the instrument comprising of 189 items. Further, the results of study were obtained by testing 28 hypotheses.

The analysis suggested that the moderating variables influence preference for a particular type of leadership behavior (by the subordinate) and leader behavior has an impact on subordinate satisfaction, job expectancy (I&II) and acceptance of leader. Leader behavior affects satisfaction directly. Further subordinate satisfaction has a direct effect on the subordinate performance which is further influenced by the task demand. There was no difference between male and female respondents regarding any dependent measure. Moreover, the direction of association between variables is not known and it is difficult to predict accurately without further research, which is replicated and revalidated.

Due to time constraints, the research has several limitations. Recommendations are made for future study, particularly replication in the public and private sectors to ensure validity which will help in determining causal relationship between leader behavior and subordinate satisfaction.