

LEADERSHIP STYLE, WORK ENVIRONMENT & MOTIVATION; STUDY ON HEALTHCARE

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Abstract

The Aim of this research to find out the those depend variables who influences on the employee's Performance, by which the organization's representative can utilize for the improvement of the organization by which can enhance the efficiency and effectiveness on the Hospital Sector of Karachi, Pakistan. As per the Selected leaderships styles and dimension of work environment, motivation and Discipline of Work perform an important role play in any institute, so through this research the hospital sector can utilize this research for the betterment of employee performance and enhance the productivity of employee performance The researcher using the CFA method, the data is collected through the close ended questioners by utilizing the 5 point Likert Scale with random sampling. The respondent for this research are the Hospital Sector of Karachi, Pakistan. The Transformational, transactional and servant leadership style, Discipline of work, goal orientation are dimension of Work Environment, Motivation independent variables of this research and employee performance is the Depend variable. Moreover, the data analysis by utilizing the Excel for data clearing purpose, SPSS is utilizing for analysis the important result of this particular research by using the regression and AMOS utilizing for check the reliability and validity for the strength of the model. This research is useful for any sector of Pakistan because the HRM department's Problem is exist any organization and they can use this research for enhancing the productivity of employee and as per the time duration for this research is short it is quite possible that more of the variables are not utilize for this research.

Key Words: Transactional, Transformational leadership Style, Participate, CFA, Productivity

Introduction

Overview and Background:

In this research the researchers try to enhance the knowledge how leadership style and it can feature impact on the employee performance or enlargement. According to the popli & Rizvi, (2015) leadership is main and most difficult element in the organization for employees. According to the wang & walumbwa, (2013) in now era it is also work on the leadership is the major valuable part of the thinking of employees to encourage for working in the organization by effectiveness. According to the gronsfeldt & strother, (2014) it is the most important for organization to making the proper researching on the problem and make the effective policies for running the wheel and make the improvement of economy. According to the Gary & Yuki,(2013) after the long time the researcher cannot find the basic relationship of this variable to another factor so it is on the pending to know about it. It is the big issue to check the summary of good servant leader style on the best leader's body style and this person way of talk it all thing matter into enhance the employee enlargement (Buckman, M, & stephen, 2014) thing understand in the now era the capital is most important factor but employees perception to do work is most second thing which cannot be measured by other factors (van, 2015).

The impact of leadership style has been proved in the employee performance, jobs, employee enlargement and conflict management even it impact on overall all the management so employee cannot be satisfy if the employee cannot get good leader for workplace (Goleman, 2015). The leader is the person who can transfer the knowledge and thinking of employee to upper level so leader should be work in the space of independent and without take the pressure from anywhere so by the leader can make the example in the group of peoples (Chang & zhang, 2015, 2013) (Servant, emotional intelligence, cross culture leadership style and strategic leadership are those are the part of the leadership style (Ali, 2014) The studies of leadership are most challenge for the authors now days. The researcher is going to very put effort to establish those studies for leadership to make the perfect the best studies for future and must be helpful for others. The researchers are making to get knowledge, how can be increase organization enlargement by which the researcher can judge the leadership attitude (Kreitner, 2015). The satisfaction of regarding job can be measured by two thing one duty and intention to works on the organization the good meaning of job satisfaction can be explained it is based on actual performance and expectation performance of individual employee (Ali, 2014).

There are a lots of skill has in the leader but the most powerful skill who can use to make the efficiency of employee and make the highest productivity of employee so can be done if the leader is polite and soft skill to handle the employee because the employee is human and it is difficult (Aronson, Sieveking, Laurenceau, & Bellet, 2013).It is the born gifted to leader they can use this skill to help the organization to fulfill the target and objective (Irawan, 2013). Any subordinate is motivated if the manager cannot make the boss make the leader of the employees (Newstrom & Noor, 2007, 2013). It is three skills should be having the Boss to make the leader (Robbins & Judge, 2013).. The most difficult change to any industry to maintain the policies for job satisfy and it is the most challenges duty for those who maintain these types' difficult jobs (McBride, 2014).

There are a lots of types of leadership style so it is difficult to define the leadership in one line so it measure by quality of emotional intelligence by which is one method to identify the leadership in the good leader (pardey, 2014). If the employee is motivated and satisfy from organization so they will do work with effectiveness and efficiently and the organization will go up and It will be happened by motivation (Robbin, organization behavior, 2015). In SLT, leadership effectiveness is thought to be enhanced if a manager uses the style of leadership that best matches the readiness, ability and willingness of subordinates and that a good match between leadership style and subordinate readiness leads to a higher level of subordinate satisfaction and performance (Jui & colin, 2015). According to the (choi, Ye, zhoa, & luo, 2015) the organizations are depend on their potential to prepare their strategic importance. How the organization can beat their competitors and be success by good decision and timely action. Now days the risk management is a key important in the design of risk management system of an organization. According to the (gerbing & Anderson, 2012)organization should have to maintain the culture in integral environment so that the employees can be supportive to one another and willing to participate in the innovative opportunity. In the context of Anderson it has benefit that the communication gap reduced and workers handled the work load. The manager of the organization should have leadership skills to create a safe environment where the workers feel free to talk with their hierarchy level management and raise hand for any query. The employees' feedback is important for risk management and decision power but it have some factors for correct feedback that they compensate by incentives (huang, Iun, liu, & gong, 2010). Now days the companies are totally depend upon the workers and employees of the company, because if they can't satisfy with their working environment them can be reach their mission. Moreover, the study explores that when the workers work under a team there have many conflicts can produce as like: religion based conflict or cast, community, culture or also may be nationality. So how can be a good leader deals with the conflict and manage the situation (De, F, Greer, & jehn, 2012). The study leader one who can motivate the followers, which have potential to satisfy higher need in the light of Burns 1978, transformational leaders, can rouse their supporters to accomplish more than they were initially anticipated that would do, they had a high emotional intelligence and give hard work to fulfill the needs of their sub ordinates. (Burns, 1978).

Problem Statement:

It has been researched and studied that a multiples of variables which can Effect the employee performance. According to the Alatrasta & Arrowsmith,(2014) the impacts of worker administration on representative's execution demonstrate the positive impacts and numerous and now each 1/3 sorts out administration actualized it. The authors have begun the work in the effect of Transactional authority on worker's execution now days it gives the sensible effect of Twice (Tierney, Zhou, & Shalley, 2013). As per explore the Researcher has discovered that effect of leadership feeling administration capacity on worker performance (kaplan, Cortina, Ruark, Laport, & Nicolaidis, 2014). According to the Gu, Tang, & Jiang,(2015) it has impact and relationship between employee performance and paternalistic leadership style. According to the Sapna & Irfan, (2017) leadership style is not only influences to employee performance but also impact to satisfaction of job and performances through leadership style we can make the perfect team to maintain and enhance the customer satisfaction and increase the sales of organization. According to the Hong, Liao, Hu, & Jiang, (2013) the influences of leadership style has strong relationship with employee performance. According to the Hu, peterson, Hunter, Yoshida, & Kashyap, (2014)

the researchers have found the importance of servant leadership style on employee performance and it is giving the result to organization in the daily and regular Base. According to the Hasan, As-sadeq, Grace, & Khoury, (2014) transactional and transformational style, both leadership styles have impact on the employee performance and satisfaction; the manager can utilize both at a same time and make the perfect leaders. The laissez faire leadership style it is the duty of leader to give the rights to subordinate to take the decision and by which it can enhance the ability of employee and those leader make the perfect environment where the employee feel relax and then employee performance increase (Cheok, R, & Higgins, 2012). There are some variables the researcher takes and see the impact on the employee performance and many researchers have been passed away but on the different industries like (Banking, manufacturing and little bit on other service sector) and the researchers are aim to conduct this research on Health Sector and now see the impact of selected leadership styles, Discipline of work, Goal orientation are the dimension of Work Environment and motivation on employee performance.

Objective of Research:

The objective of this research to gain information how can increase the performance of employee in the organization. The employee is the big asset of any institute and organization by which the organization can get the competitive advantage and this quality make the organization in top. So the organization should work on the employee performance but the reason is that which of the factors who influences to employee performance. If employee is not going to well work so the manager makes the leader and enhance the productivity of employee through working with employee so this leadership is known as Transformational leadership styles, to find out the relationship of Transformational Leadership on employee performance. If the manager is aim to enhance the employee performance so they should be deliver the authority to take the decision to subordinate by which the employee's performance increase and the employee can take without taking permission from upper level and they can solve the problem from lower and organization is facing the problem so this leadership style is known as Laissez faire leadership style to find out the impact of laissez faire leadership style on employee performance. The Motivation is that thing if the army is about to loss and that time your leader motivates the army so they can win. In the organization if employee is suffering from many problem and manager is motivate the employee on that time so it increases the employee performance and they take interest in the organization works, to find out the impact of Motivation on employee performance. Transactional leadership in which the managers use this skill and give the promotion and punishment to the employee, to find out influences of motivation on employee performance. The discipline of work is important factor and it impact on the employee performance through this the employee can learn the SOP of organization, Discipline of Work are the dimension of (W.E) by which the employee performance can enhance or decrease so this is important factor, to find out the influence of Independent Variable on Depend Variable. The goal orientation also impacts on employee performance and find out the Goal Orientation dimension of Work Environment on employee performance.

Literature Review

Transactional Leadership Style:

Transactional leadership style is task centered and uses the methodology of exchange to move subordinates by addressing their own drivers for work. The transactional leadership styles misuse their position, procedure, power and authority to keep up control and finish work through accommodating additionally, helpful trades of reward and teach. sapna & Irfan,(2017, 277).

Transformational leadership style:

Transformational initiative incorporates the components of sympathy, empathy, affectability, relationship building and development. Jin,(2010, 159).

Servant leadership style:

A worker authority style helps representatives or directors in the firm to enhance interior activity and end clients fundamentally it centers around the serve others and significance other intrigue convictions as opposed to of his out it helps likewise to steadfast clients. liden, Wayne, Liao, & Meuser, (2014, 1434)

Goal Orientation:

The Manager is stressed over the esteem some portion of value; does the individual think they got what they justified? As workloads, work designs, pay levels, rewards, progressions, lodging settlements. It deals with the manager's impression of whether the outcome is sensible or for the most part shapes the preface of the possibility of distributive value. Cedwyn & Raed, (2016, 701). Engagement has indicated it to be identified with higher employment fulfillment, bring down rejection-attendance and turrejectionver, and high hierarchical responsibility and execution. Salarejectionva, Agut, & Peiro,(2015,1217).

Work Discipline:

(W.D) is a kind of obedience to rules, both created and unwritten. Work prepare is always foreseen that would be a part of human resource in the relationship, since this makes affiliation runs well and could achieve the target well. (pawirosumarto, purwantokatjinsarjana, & muchtar, 2017)

Motivation:

Defines Motivation as a want to accomplish something by unnecessary state of exertion for the association's objectives, adapted by the push to fulfill regular prerequisite. Basically, workers are inspired to play out their obligations relying upon the quality of the intentions that impact them. Representatives are people that have bounty internal requirements. These requirements bring out the fundamental thought processes of individual action. Be that as it may,

workers will act or act in certain ways that lead toward addressing the necessities of representatives in light of the more powerful thought processes at the time. Robbin, (2015, 7458).

Transactional Leadership Style:

According to the Aydin, Sarier, & uysal, (2013) additionally see that (TLS) emphatically influences worker execution also, dislike of the way that to a lesser degree than transformational one. According to Bass & Avolio, (1993) Transactional leadership comprises of prizes and knowledge, and such transactional leadership styles underline outward inspirations to shape objective setting trying to reinforce authoritative culture, structure, and technique. They are precisely unequivocal in their desires and rewards. Recognizes the estimation of colleagues, and all things considered deciphers and incorporates new information with existing information to encourage group learning. The transactional leadership style along these lines must be liberal and permit space for disappointment; in evident investigation, the transactional leadership style likewise assimilates both positive and negative results from sustain forward learning, (Tania, Bucic; Robinson, Linda; Prem, Ramburuth, 2010). Argues that Transactional leadership initiative practices' establish the frameworks for transformational practices'; a reliable conveyance of prizes consequently of work achieved manufactures confide in the transactional leadership style. A similar transactional leadership style may utilize transformational or value-based style at various circumstances in various circumstances, (Bass & Avolio, 1992). Transactional leadership, which underscores structure and schedule, is fitting. Be that as it may, when the association faces a dynamic, advancing circumstance and hierarchical learning is required to be versatile and dynamic, (Tania, Bucic; lindaRobinson; prem, Ramburuth, 2010). Transactional leadership style conduct underscores abuse, which influences input learning and along these lines decides if and how learning at the authoritative level, as showed through schedules, structures, and technique, influences colleague learning, (Tania, Bucic; lindaRobinson; prem, Ramburuth, 2010).

H1: The influences of Transactional Leadership Style on Employee Performance.

Transformational leadership style:

A transformational initiative increments the need of inventiveness of workers in focal point of administration industry in light of the fact that on the imagination once in a while accept the representative help due to transformational style. (Bass, B M, 1985). (TLS) is ordinarily confined to esteem based or frees undertaking one. TLS Exhibits the help for the subordinate and thusly is insistently related to specialist creativity, (Cheung & Wrong, 2011). According to the Griffith, (2004) in schools achieves a conclusion that principals' transformational initiative style exhibits strong positive and imperative association with the school achievement progress. Transformational Leadership "Leaders change the necessities, qualities, inclinations and desires of adherents from self-interests to aggregate interests. Further, they make adherents turn out to be profoundly dedicated to the transactional leadership style's central goal, to make significantly individuals in light of a legitimate concern for the mission, and to perform well beyond what would have been acceptable anyway". (Shamir, House, & Arthur, 1993). Transformational approach fits investigation; hence influencing encourage forward learning and showing whether and how colleagues contribute individual information to group learning and along these lines authoritative learning, as prove by needed, process, and social change. (Vera & Crossan, 2004).

H2: The impact of Transformational leadership Style on Employee Performance.

Servant leadership style:

Although the examination has investigated major factor for help the worker initiative with representative implementation. The specialist has brought the significance of Servant leadership. It is continual results of company from under expert by Hu, Peterson, Hunter, Yoshida, & Kashyap,(2014). A Servant Leadership style help representatives or directors in the firm to enhance admission many task and end clients essentially it centers around the serve others and significance other intrigue convictions instead of his out it help likewise to steadfast clients. (Liden, Wayne, Liao, & Meuser, 2014). Servant Leadership has actualize in the west on the grounds that there is decentralized structure where rise to rights however china has persuaded on high power, (Liden, Wayne, Liao, & Meuser, 2014). In hate of the importance of worker Leadership, Green leaf never gave possible definition. It is clear however, that Greenleaf did rejection infer that being a worker transactional leadership style was what might as well be called being a saint; in spite of that presumption, a hireling authority defuses fitting measure of energy to utilize. (Spears, 2002). Servant leadership incorporates an ethical segment, which is absent in alluring and transformational, occasion though It is incorporated into acceptable and moral administration. Servant leadership is really worried about the accomplishment of supporters, (Walumbwa, Hartnell, & Oke, 2010).

H3: The Servant Leadership style has positive impact on Employee Performance.

Goal Orientation:

Employee orientation of goal (i.e. his/her want for a workplace giving appropriate levels of occupation test, support, and solid desires for achievement) is probably going to be all the more emphatically associated with fulfillment and expectation to stay with an association for more youthful age representatives, (JamesW, Westerman, & Yamamura, 2007). The progressively fleeting nature of work environment, the diminishment in deep rooted business and the expansion in low maintenance and arrangement of work (sonnenberg, 1997). Younger representatives will probably reject by the requirement for consistent ability improvement and refreshing (Hesketh & bochner, 1993). Passively depending on bosses to assume liability for representative profession advancement, more youthful age workers will probably play a more dynamic part in their vocation arranging and execution. Therefore, it is likely that if the more youthful ages' inclinations are rejection understood in the workplace, the eagerness and expanded portability of more youthful age representatives will show itself in more elevated amounts of disappointment. (James, Westerman, & Yamamura, 2007).

H4: Goal Orientation's Dimension of (W.E) Impact on the Employee performance.

Work Discipline:

Work Discipline is a tool use by manager to raise the voice for their management so the managers are able to fulfill and it helps the manager to implement the discipline of work by which organization see the light by which the organization can destroy the error occur in the organization and implement to all standards and standards. (suharno, purwanto, & muzaffar, 2017)The manager can influence a man's increasing the step of teach for association incorporate objective and capacities. An importance is an occupation enhance to representatives according to the workers sincerity of work. On this statement, praise worthy transactional leadership styles goes about as a

good example for their subordinates, (suharno, purwanto, & muzaffar, 2017). Remuneration is installment for representatives based on work finished. Reformatory approvals ought to be instructive and turned into a motivational apparatus to keep up teach in the organization. At that point, solidness is when transactional leadership styles condemn and rebuff representatives as to understand a decent teach inside the organization, (pawirosumarto, purwantokatjinsarjana, & muchtar, 2017).

H5: The Discipline of Work's Dimension of (W.E) has a Significant Positive Influence on Employee Performance.

Motivation:

Procedural decency recognitions alone don't represent reason of duty regarding and accomplishment of execution objectives. Objective setting research is packed with hypothesis and confirmation that shows motivation major influences on employee performance. (Locke & Latham, 1990). According to the suharrejection, purwanto, & muzaffar,(2017) Motivation is a drive from inside or interior pressure; something which causes, channels, and is the foundation fundamental the conduct of a man. Individuals in a specific action diverse in their capacity, as well as contrast in their eagerness to complete the action. Furthermore, the inspiration isn't the main thing that can influence the level of worker execution. There are a few elements included, to be specific the level of comprehension of one's capacity and type of representatives expected to accomplish perfection. Inspiration, capacity, and comprehension to help each other; in the event that one of these components is low, the accomplishment levels tend to decrease, albeit different variables are high. Observes that input brings about enhanced undertaking execution to some extent since it expands inspiration and prompts the doubt of picking up (or losing) outside prizes. Where criticism is seen as being significant and imperative, the desire is that more prominent execution will follow (Stan, James, & Kohlmeyer, 2015). According to the Kopelman, (1986) Further, criticism has been appeared as a way to enhance execution from a psychological and motivational standpoint.

H6: The Influences of motivation on Employee Performance.

Employee Performance:

Employee performance is the efficiency of every representative (Bishop, 1987). It is a result of a representative, which he or she delivers consequently of some substantial and rejection-unmistakable returns. In this association, inquire about demonstrates that workers who appreciate more prominent cooperation in basic leadership are more painful than the individuals who don't. Representatives taking part in the basic leadership process feel special and will build up a more grounded connection to the association, which thus brings about a more elevated amount of worker execution (Iem & Schaubroeck, 2002). Similarly, worker unwaveringness is similarly central in deciding the profitability of representatives, as faithful workers are more beneficial than backstabbing ones (frone, Russell, & Cooper, 1992). According by, servant leadership style, transformational leadership style, transactional leadership style and dimensions of work environments, Motivation and can influence performance in a positive or negative way.

Research Methodology

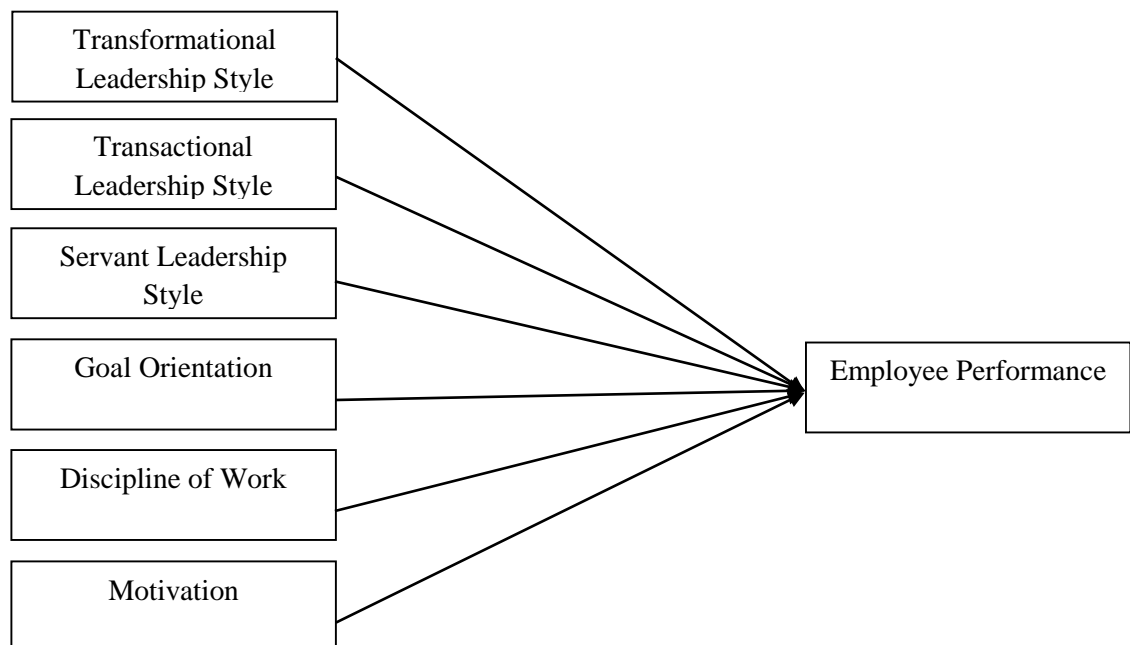
Method of Data Collection:

The researcher taken the data from the administrative department of (Aga Khan Hospital and Liaquat national) Hospital sector of Karachi, Pakistan. the researcher directly approaches to administrative department taken the letter Head through the KASBIT management, to get entrance in the Both Hospitals, by which the researchers faced many problems to fulfill the questioner for that time the researchers taken had the tea and food with management of Aga Khan Hospital and Liaquat national Hospital of Karachi. Questioner was not received by total due to the time management because they were very in the operation of the hospitals and many of them were not sincerely to fulfill the questioner due to this problem the researchers have to face it and it is the chance of biasness in the data collection and the researcher saw this problem at the time when they were filling the questioner they filled the questioner randomly and the researcher see it is the chance of also biasness in the sample of getting form both hospital. The researcher had to bear the all problems because they were the population of this particularly this research, and this was not convening for the researchers.

Techniques and Size of Sampling:

The data was 400 questioner distributed to the administrative department of the Both hospitals and in which the respondent was majority male with high qualification like master and graduation and minority was Women but they were also had good qualification in the both Hospital, but after collecting the data, the researcher have to select make the 250 because the reason was 150 sample was not making the reliability and validity to put in the sample so the researcher had to cut off from this sample to make the sample data reliable and validity. The researcher adds the likert scale in which 1) strongly agree and 5) strongly disagree agree

Theoretical Framework of the Research:



Statistical techniques:

The study is divided into two way approaches one is measurement model of validity and reliability, in which the researcher saw the value of Construct Alpha value is greater than 0.70 it was checked into this instrument and the second was structural model fitness and hypothesizes the researcher was cleared the data first from Excel and then after cleared the data and putted into the SPSS for correlation's coefficient and saw the regression and then checked for Hypothesize to be checked either it had to reject or failed to reject, and also use the AMOS for others processes

Result and Analysis

Table 1: Demographics statistics

Gender		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	male	132	52.2	52.2	52.2
	female	120	47.4	47.4	99.6
Total		253	100.0	100.0	

According to the Table No: 01 we have 52.2% of male that's frequency is 132 and 47.4% which frequency is 120 are female. We fill out the questionnaire from hospital sectors where there is more male staffs on receptionist, HR, Finance, and male nurses. By the Gender it is Acceptable data because we interpret that how leadership style can impact on employees like above mentioned.

Age		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	below 20 year	8	3.2	3.2	3.2
	21 to 30 year	194	76.7	76.7	79.8
	31 to 40	49	19.4	19.4	99.2
	41 to 50 year	1	.4	.4	99.6
	51 to above	1	.4	.4	100.0
Total		253	100.0	100.0	

According to the Table No: 02 the data is filled by the age of 21 to 30 years' old which approximately 76.7% that's frequency is 194 so the peoples are young and others are different categories, which means that our targeted respondents are those who recently graduated and had little experience.

Experience		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	less than one year	35	13.8	13.8	13.8
	1 to 3 year	159	62.8	62.8	76.7
	4 to 6 year	44	17.4	17.4	94.1
	7 to 10 year	14	5.5	5.5	99.6
	5 and above	1	.4	.4	100.0
	Total	253	100.0	100.0	

According to the Table No: 03 the respondents experience is mostly 1 to 3 years which frequency is 159 because they had young age and participate to fill the questionnaires with consciously. In the percentage the respondents experience is 62.8% is 1 to 3 years.

Qualification		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Intermediate	75	29.6	29.6	29.6
	Bachelor	126	49.8	49.8	79.4
	Master	46	18.2	18.2	97.6
	Diploma Certificate	6	2.4	2.4	100.0
	Total	253	100.0	100.0	

According to the Table No: 04 the qualification of respondents is Bachelor which frequency is 126 and in the percentage is 49.8% because they are currently graduates and working on different hospitals sectors so they had less experience.

Table 2: CFA

	Standardized Factor Loading (CFA-AMOS)	Construct Reliability		Construct Validity		
		Cronbach's alpha	Composite Reliability (CR)	Convergent Validity	Discriminate Validity	Average Shared Variance (ASV)
Transformational Leadership Style						
T1	0.6					
T2	0.6					
T3	0.5					
T4	0.61					
T5	0.7	0.779	0.839	0.401	0.4225	0.55
Transactional leadership Style						
TLS1	0.6					
TLS2	0.68					
TLS3	0.69					
TLS4	0.6					
TLS5	0.62	0.762	0.781	0.429	0.4489	0.43
Servant leadership Style						
SLS1	0.68					
SLS2	0.65					
SLS3	0.6					
SLS4	0.7					
SLS5	0.65	0.814	0.820	0.457	0.5929	0.5955
Discipline Of Work						
DS1	0.6					
DS2	0.63					
DS3	0.6					
DS4	0.65					
DS5	0.66	0.784	0.813	0.390	0.3969	0.45
Goal Orientation						
GO1	0.74					
GO2	0.73					
GO3	0.65					
Go4	0.66					
GO5	0.60	0.818	0.836	0.472	0.3969	0.5
Motivation						
M1	0.65					
M2	0.65					
M3	0.67	0.784	0.769	0.418	0.4489	0.439
M4	0.6					
M5	0.6					
Employee Performance						

EP1	0.67					
EP2	0.71					
Ep3	0.70	0.817	0.850	0.515	0.3025	0.38
EP4	0.81					
EP5	0.65					
Reliability and Construct Validity						
Thresholds:		A>0.70		i) AVE >0.50	MSV < AVE	
[Suggested by Fornell and Larcker (1981)]		(Nunnally,1967		ii) CR > AVE		
			CR > 0.70			ASV < AVE

According to the table 2 the Reliability of each variable is above 0.7 which mean data is reliable and it is complete all threshold and according to the table 2 the validity is good because the AVE is less than CR and however the value of MSV and ASV is some variables high and less than AVE but the AVE is less than from CR so that reason is validity.

Table 3: Model Fitness

Model Fit Indexes	value through software
Chi-square/df	1.805
P. Value	000
Goodness-of-Fit Index (GFI)	0.826
Adjusted Goodness of Fit Index (AGFI)	0.80
Comparative Fit Index (CFI)	0.879
Tucker-Lewis Index (TLI)	0.863
Root Mean Square Error of Approximation (RMSEA)	0.057

According to the table no 3 the value is 2.115 CHI-square/DF is less than 3, P- value is 000 and GFI, AGFI, CFI, TLI value are 0.818, 0.780, 0.851, 0.830 respectively and the value of REMSHA is less than 0.08 it under the threshold and the Model fitness is good, the Model has potential and the Model is Fit.

Table 4: Hypothesize Significant

Independent Variables	R2	Beta	P-value
Transformational leadership style		0.96	0.198
Transactional leadership Style		0.58	0.416
Servant leadership Style	0.484	0.237	0
Goal orientation		0.229	0
Discipline of Work		0.359	0
Motivation		-0.16	0.034

According to the Table no 4 the R2 is 0.484 which indicate that all variables are impacting on the Employee performance, so Transformational Leadership Style and Transactional Leadership Style P value is more than 0.05 so the Hypothesize of two independent variable are insignificant and the Servant Leadership Style, Goal orientation, Discipline of Work Motivation P- value are is less than 0.05 so these variables' Hypothesize are Significant and according to the Beta value Transactional, Transformational and Servant Leadership Style, Goal orientation, Discipline of Work are the Positive relationship with Employee performance the value are 0.96, 0.58, 0.237, 0.229, 0.359 respectively and Motivation is the negative relationship with employee performance.

Hypothesize	Accepted	Rejected
H1: The influences of Transactional Leadership Style on Employee Performance.		Rejected
H2: The impact of Transformational leadership Style on Employee Performance.		Rejected
H3: The Servant Leadership style has positive impact on Employee Performance.	Accepted	
H4: Goal Orientation's Dimension of (W.E) Impact on the Employee performance.	Accepted	
H5: The Discipline of Work's Dimension of (W.E) has a Significant Positive Influence on Employee Performance	Accepted	
H6: The Influences of motivation on Employee Performance.	Accepted	

Conclusion

Employee performances are the main point of organization and it is the backbone of any organization and without it the organization cannot achieve the goals, so how the organization can satisfy the employee and see those are factors by which the organization can measurement the employee performance. The topic is dimension of leadership style, work environment and motivation on healthcare. The transformational leadership style is the main skill of the leaders to work with employee and go with vision and also try to identify need change in the organization if something are wrong so the leaders will arise the voice against it, the transactional leadership is the skill with the help of this leaders can measurement the performance of employee and give the

rewards and punishment on behalf of the performance, servant leadership style, Goal orientation, Discipline of work and motivation are those factors which are the important variables for identifying and making improvement of employee performance.

Limitation and Recommendation

In this research the recommendation for the future researcher is that the future researcher can explore more factors and see the impact on the employee performance and the future researcher can implement this research on other sectors like industries and services because the one thing is common in any sector "employee" employee's performance is the major thing without it the company cannot survive and achieve the goals and the important thing is time duration was very short so the researcher has to explore limited things and sample size was 250 but it can be high and with the help of the time duration and this topic is very important for exploration and it is also important for the employees.

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