

Impact of Immediate Supervisor's Transformational Leadership and Job Autonomy on Organizational Commitment: A Study of Executive-Level Employees in Pharmaceutical Industry of Sri Lanka

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This study aims to identify the role of job autonomy as a mediator between transformational leadership and organizational commitment. Accordingly, the study was undertaken by selecting a sample of executive-level employees within the pharmaceutical industry of Sri Lanka. Data for this quantitative, explanatory study were collected from a convenience sample of respondents out of the population, all executive-level employees of pharmaceutical companies in Sri Lanka, by using convenience sampling. A standard questionnaire was used to collect primary data adopting the survey strategy. A total of 150 responses were received, and the data collected were analyzed using SPSS (Statistical Package for Social Sciences). During the data analyses, initially, the data cleaning was performed. After that, the authors performed the preliminary analyses. The hypotheses were tested using simple regression analysis. The results indicated that there is a significant impact of transformational leadership and organizational commitment. The mediating effect of job autonomy was tested using Baron and Kenny's four steps three regressions approach and the SOBEL test. Results confirmed that job autonomy mediates the relationship between the immediate supervisor's transformational leadership and organizational commitment.

Keywords: *Job Autonomy, Organizational Commitment, Pharmaceutical Industry, Transformational Leadership*

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