

Does Grit Leadership Spur Employees Job Performance? Mediating Roles of Project Organizational Citizenship Behavior and Employee Resilience

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Employing the lens of social cognitive theory (SCT), the core purpose of this research is to investigate the grit leadership role in the IT sector to see how this positive leadership affects employee's job performance with mediating roles of project OCB, and employee resilience (ER). Data were collected from 275 employees working in the IT sector. Results support the proposed model and show that the positive relationship between GL and JP is mediated by project organizational citizenship behavior (OCB), and employee resilience. Consequently, we posit that GL is the core reason for employee's intent to increase job performance. The study has both theoretical and practical implications for professionals associated with the IT sector in Pakistan.

Keywords: *Employee Resilience, Grit Leadership, Job Performance, Job Stress Project OCB*