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within the context of work relationships, teams, organizational and community settings. In essence, while the focus is still on the individual, the field acknowledges the embedded nature of organizational behavior. Individuals are nested within relationships and groups, and these relationships exist within and outside organizational boundaries.

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Podsakoff et al³² said that leadership behavior can affect trust and satisfaction of employees to organization and organizational citizenship behavior further enhances the relationship between leadership style and organizational commitment directly. Leadership style is the "relatively consistent pattern of

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