UNIVERSITI TEKNOLOGI MARA

THE INFLUENCE OF PERCEIVED LEADERSHIP BEHAVIOR AND PSYCHOLOGICAL EMPOWERMENT ON ORGANIZATIONAL COMMITMENT AMONG SECONDARY SCHOOL TEACHERS IN AMPANG, SELANGOR DARUL EHSAN

SITI MARIAM BINTI HAMID

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AUTHOR’S DECLARATION

I declare that the work in this dissertation was carried out in accordance with the regulation of University Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This dissertation has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

Name of Student : Siti Mariam Binti Hamid
Student I.D. No. : 2011692738
Programme : Master of Education (Educational Management and Leadership)
Faculty : Education
Dissertation Title : The Influence of Perceived Leadership Behavior and Psychological Empowerment on Organizational Commitment among Secondary School Teachers in Ampang, Selangor Darul Ehsan

Signature of Students : .................................................................
Date : December 2014
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ABSTRACT

The purpose of this study was to investigate the influence of perceived leadership behavior and psychological empowerment on organizational commitment among secondary school teachers in Ampang. Six secondary schools in Ampang were selected for the study. The questionnaire was distributed to a total of 300 randomly selected teachers and 150 questionnaires were returned, however only 142 questionnaires were appropriately completed and able to be used for analysis. Data were analyzed using descriptive and inferential statistics. The findings revealed that the level of organizational commitment and its three components (affective commitment, continuance commitment and normative commitment) were at the moderate levels. The secondary school teachers perceived their principal and heads of department practicing transformational leadership. The levels of psychological empowerment and its four dimensions, namely autonomy, impact, professional growth and decision making, were at moderate level. However, the other dimensions of psychological empowerment, namely status and self-efficacy showed at high levels. The finding reveals organizational commitment was moderately and positively correlates to transformational leadership and psychological empowerment, but poses low and positive relationship with transactional leadership. Overall, the findings of this study have suggested teachers were highly committed and empowered when they perceived their principal and head of department practiced transformational leadership.

Keywords: organizational commitment, psychological empowerment, leadership behavior, transformational leadership
ABSTRAK


Kata kunci : komitmen organisasi, pengupayaan psikologikal, tingkahlaku kepimpinan, kepimpinan transformasi