

**A THE IMPACT OF LEADERSHIP STYLES TOWARDS
EMPLOYEE JOB SATISFACTION AMONG EMPLOYEES IN
JABATAN PELAJARAN MELAKA**

HASLINDA BINTI OTHMAN

**BACHELOR IN OFFICE SYSTEM MANAGEMENT (HONS.)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

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ABSTRACT

The purpose of this study is to identify the current level of employee job satisfaction among government servant in JKR Melaka and to examine the relationship of transformational, transactional and laissez-faire leadership style on employee job satisfaction. Employees used as respondent are range from lower level employees to middle level employees. One hundred and eighty one employees will be chosen for this study. These employees were assessed using the Multifactor Leadership Questionnaire (MLQ) developed by Bass and Avolio (2009) to determine their leadership styles. Whereas the MSQ Questionnaire by University of Minnesota copyright 1967 and JSS Questionnaire by Paul E. Spector (2007) were used for dependent variable of employee job satisfaction. Finding of this study only implies at Jabatan Kerja Raya Melaka of government sector only. Five leadership styles will be used in this study including pay, work, promotion, co-workers and supervision. The findings are suitable for managing government organizations.

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CHAPTER I

INTRODUCTION

Nowadays, the employees are the key in enhancing the organization efficiency and productivity in order to grow rapidly and be successful. Same goes to Jabatan Pelajaran Melaka (JPN Melaka) employees where their jobs need more productivity as they are important assets to the government. JPN Melaka was established to serve as the educational support of the Ministry of Education of Malaysia and serves as the main implementing agency for development projects throughout the country. The organization objectives are firstly to manage educational resources at the state level include aspects of human resources, finance, services, physical and information.

JPN Melaka organization consists of 38 units (departments) from 10 major sectors with support personnel in different position and ranks in Melaka's branch which entrusted with enhancing the quality and performance of education in curriculum, co-curriculum and the creation and development of a noble character. Employees plays significant role as human resource because employees of the organization are the most central part so they need to be influenced and persuaded towards tasks fulfillment (Quratul Ain, 2012).