



LEADERSHIP STYLE AND THE EMPLOYEE PERCEIVED ON  
SAFETY CLIMATE

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DECLARATION OF ORIGINAL WORK



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I, Syed Hazim Bin Syed Noh, (I/C Number: 951214-01-5309)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:

Date: \_\_\_\_\_

\_\_\_\_\_  
Syed Hazim Bin Syed Noh

## LETTER OF SUBMISSION

Dr. Irzan Bin Ismail

Lecturer of UiTM Branch of Melaka

Melaka City Campus

Faculty of Business Management

Universiti Teknologi MARA

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75300 Melaka.

Dear Dr Irzan Ismail,

### **SUBMISSION OF PROJECT PAPER (HRM672)**

Enclosed here is the project paper entitled “Leadership Style And the Employee Perceived On Safety Climate” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you,

Yours sincerely,

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Syed Hazim Bin Syed Noh

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## ABSTRACT

Achieving several levels of performance is the objective of all organizations as this will make the organization more advanced and growing. Over the past twenty years, leadership style has become very important to most organizations today. Leadership style is very complex and is one of the major contributors to success or failure in most industries. Effective leadership style has become one of the most valuable ways to achieve employee perceived on safety climate.

The purpose of this study is to assess the relationship between leadership style and the employee perceived on safety climate. In addition, this study also aims to identify which type of leadership is most likely to affect the perceived employee safety of Ramatex Textiles Industries. This study is a survey based on questionnaires and interviews as a means of data collection. The data is collected and viable at 100% of the 256 respondents who may be derived from a population of 750 elements. Sample selection is based on convenience method. The data collected were subsequently evaluated using the Statistical Package for Social Science (SPSS) Version 21. Using SPSS, various tests were consolidated such as reliability analysis, frequency distribution, descriptive analysis, Pearson correlation analysis and multiple regression. The results showed that the leadership style included transformational leadership, transactional leadership, and transformational-transactional leadership style related to employee perceived on safety climate.

*KEYWORDS: Safety Climate, Leadership Style, Transformational, Transactional and Transformational-transactional leadership style,*

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