UNIVERSITI TEKNOLOGI MARA

THE RELATIONSHIP BETWEEN SOURCES OF POWER AND DIMENSIONS OF TRANSFORMATIONAL LEADERSHIP IN PRIVATE SECTORS

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"DECLARATION OF ORIGINAL WORK"

We**,**
NOR FARHANA BINTI ABDULLAH   (Matric Number: **2010589079**)
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Hereby declare that,

•   This work has not previously been accepted in substance for any degree, locally or oversea 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 whether otherwise stated.

•   All verbatim extracts have been distinguished by quotation marks and sources of information have been specifically acknowledged.

Signature: ……………….. 			Date: ………………..

LETTER OF SUBMISSION

July 2013

The Head of Program

BBA (Hons) Human Resources

Faculty of Business Management

Universiti Teknologi Mara

Malacca City Campus

110 Off Jalan Hang Tuah

75300 Malacca

Dear Madam/ Sir

SUBMISSION OF PROJECT PAPER

Attached is the project paper title 'THE RELATIONSHIP BETWEEN SOURCES OF POWER AND DIMENSIONS OF TRANSFORMATIONAL LEADERSHIP IN PRIVATE SECTORS' to fulfill the requirement as needed by the Faculty Business Management, Universiti Teknologi MARA.

Thank You.

Yours Sincerely,

NOR FARHANA BINTI ABDULLAH 2010589079

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1.1 Background of Research

Most organization experienced changes due to globalization must evolve in other to survive. The era of globalization, organization needs better prepared to be transform from the old culture to new culture. Organization that usually had rapid technological changes, globalization, and increase in competition and changing markets will directly gives challenge and impact to organizational leaders. Hersey and Blanchard (1996) believe that leaders should be flexible and alter their styles as followers and situations change.

At present, leader may use all different power to lead their employees towards successful goals. Leadership is a power relationship that exists between leaders or followers (Northhouse, 2001) and a process which involves utilising power to influence others behaviours to meet the organisational goals (Handy, 1993). Any movements whether backward or forward usually related with the good or weak leader. Good leader will transform the people and employees with positive attitude and behavior and weak leader unable to influence and direct followers to intended goals. Moreover, a leader can be a role model to someone else. When people see the positive criteria possessed by a leader, they will usually take it as an example to be follows. Many recent writers on leadership have emphasised the importance of the leader empowering others to reach their own potential (Mullins, 2002).

Ability to ask people to do work or task on behalf of yourself is called as power. A leader need a power to influence them to follows them and this only happen when the right power use to control them. According to Hersey et al. (2001) states that leaders who understand and know how to use power are more effective than those who do not or will not use power. Power can be divided into five categories which are coercive power, reward power, expert power, legitimate power and reference power.

Strong organization relies on the leaders' direction and employee contribution to it. Transformational leader need to be competitive enough to carry out the effectiveness in the organization by changes in culture changes and motivating activities. So, this research will study which source of power can give impact towards transformational leadership.