

# IABC

The 6<sup>th</sup> International  
Accounting and Business  
Conference

# 2019

## THE 6<sup>TH</sup> INTERNATIONAL ACCOUNTING & BUSINESS CONFERENCE 2019

*Towards Greater Transparency, Accountability  
& Sustainability in Financial Governance*

### Organized by:



UNIVERSITI  
TEKNOLOGI  
MARA

Cawangan Johor  
Kampus Segamat  
Kampus Pasir Gudang

### In Cooperation with:



INDONESIA  
BANKING  
SCHOOL

**21 - 22 AUGUST, 2019**  
**INDONESIA BANKING SCHOOL**

THE 6<sup>TH</sup>  
INTERNATIONAL ACCOUNTING  
&  
BUSINESS CONFERENCE

SECRETARIAT OF IABC 2019

---

MALAYSIA . INDONESIA . 2019

---

Published by

© UiTM Cawangan Johor, 2019

Jalan Universiti Off KM 12 Jalan Muar, 85000 Segamat, Johor.

Email: [iabc@uitm.edu.my](mailto:iabc@uitm.edu.my)

All rights reserved. No part of this publication may be reproduced, copied, stored in any retrieval system or transmitted in any form or by any means – electronic, mechanical, photocopying, recording or otherwise, without prior permission in writing from the author.

Email: [iabc@uitm.edu.my](mailto:iabc@uitm.edu.my)

## TABLE OF CONTENT

No.	Particulars	Page
1.	Foreword – Vice Chancellor, Universiti Teknologi MARA	2
2.	Foreward - Chairman, Indonesia Banking School	3
3.	Foreword – Rector, Universiti Teknologi MARA Cawangan Johor	4
4.	Foreword – Chairperson, International Accounting and Business Conference 2019	5
5.	Foreword – Chairperson, International Accounting and Business Conference 2019	6
6.	Itinerary – Programme Schedule	7
7.	Keynote Speaker	8
8.	Parallel Session Schedule	9
9.	Abstracts	23
10.	Organising committee	101
11.	Collaborators	103
12.	Acknowledgement	104
13.	Sponsor	105

IABC2019-082

**THE IMPACT OF LEADERSHIP STYLES AND PRACTICES ON ORGANIZATIONAL CHALLENGES AND FAILURES**

Issam A. Ghazzawi, Ph.D.

University of La Verne, California, USA.

**ABSTRACT**

Organizational challenges, mistakes, and failures are inevitable in this challenging global, yet dynamic economic environment. The success of the organization is contingent on a strategic leadership that fosters futuristic vision, due diligence, and team work.

While strategic leadership is a recipe for organizational success, its absence is a path to dysfunction and decline. In fact, organizational decline has become an important subject to research in organizational strategy and organizational theory, this paper is another plea for further exploring the role of leadership within the context of the intra-organizational level.

As organization's priority has always been to have leadership that is concerned with managing its strategic decisions to help enhance its performance, the inability of the leader to prompt the changes necessary to achieve such goals or sustain its growth might lead to inertia. Such inability coupled with a phenomenon of stagnant organizations could possibly lead to decline and a perhaps failure.

The study concludes that leadership plays the most pivotal role in the organization's life. Additionally, this article also provides a road map to guide the future research efforts of scholars and practicing managers.

**Keywords:** *Organizational decline; organizational challenges; population ecology; resource dependence theory; institutional theory; contingency theory; agency theory, resource-partitioning theory; and strategic leadership.*