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RELATIONSHIP BETWEEN LEADERSHIP STYLES AND JOB SATISFACTION
AMONG STAFF OF THREE SELECTED GOVERNMENT ORGANIZATIONS

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AUTHOR'S DECLARATION

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ABSTRACT

Leadership has become an important factor in managing organization to contribute economic growth and development. By looking at relationship between leadership style and job satisfaction of employee, it gives good information for manager's awareness and knowledge about effect different leadership style towards staff satisfaction. The objectives of this study are: (1) To identify the leadership styles of government organizations. (2) To identify level of job satisfaction among staff of government organizations; (3) To determine the relationship between leadership styles (autocratic, democratic, and laissez-faire) and job satisfaction of government organizations. 146 respondent participated. Questionnaire for leadership style are adopt and adapt from Northhouse (2014) and Leadership Managerial grid, Blake & Mouton (1985) which consist of 3 factors where include 27 items. Questionnaire for job satisfaction are adopt and adapt from Scott Smith (2013) which consist of 15 items. Descriptive statistics and Pearson Correlation been used for analysis. Result showed democratic style was the most preferred leadership style among government workers. Level of satisfaction of staff government organizations was moderate satisfied. There was significant relationship between democratic ($p < 0.05$), laissez-faire ($p < 0.05$) leadership style and job satisfaction but not for autocratic. In conclusion, most of employees preferred to have manager who were practice democratic leadership style. There is positive high relationship between laissez-faire and job satisfaction and positive moderate relationship between democratic and job satisfaction among staff government organizations. There is no significant relationship between autocratic leadership style and job satisfaction among staff of three selected government organizations.

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