

THE RELATIONSHIP BETWEEN LEADERSHIP STYLE
(TRANSFORMATIONAL AND TRANSACTIONAL) AND JOB
SATISFACTION AMONG AN EMPLOYEES AT THE DEPARTMENT OF
AGRICULTURE SARAWAK HEADQUARTERS

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ABSTRACT

This research paper, studies on relationship between Leadership style (Transformational and Transactional) and Job Satisfaction among an employees. The purpose of this correlation research study was to investigate whether a relationship existed between Leadership style (Transformational and Transactional) and Job Satisfaction among an employees at the Department of Agriculture Sarawak Headquarters. Using convenience sampling, to distributed 100 questionnaires, 92 of which were completed. The Multifactor Leadership Questionnaire was used to gather data from 92 participants. This study concentrates on employees. The results shows there was a negative correlation and moderate significant between Transformational Leadership and Job Satisfaction ($r = -.344$), $n = 92$, $p < 0.01$. Besides that, there was a negative correlation and moderate significant between Transactional Leadership and Job Satisfaction ($r = -.392$), $n = 92$, $p < 0.01$. Leadership style has impact the office support staff job satisfaction. All the result has shown transformational leadership and transactional leadership has significant relationship toward job satisfaction. Special attention should be given by DOA leaders to motivators such as employee recognition, good working conditions, salaries and promotions in order to improve job satisfaction among office support staff at DOA.

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CHAPTER 1

INTRODUCTION

Background of the Study

It has been observed that the leadership styles really giving impact to the office support staff in terms of job satisfaction in the organization and therefore this study focuses on the office support staff in Department of Agriculture Sarawak Headquarters. DOA was formed in 1924 when a British Director of Agriculture was appointed. In 1929 Department of Agriculture have been implemented Agriculture development efforts specifically in crop. Since then, it has grown rapidly in terms of manpower and coverage of programs and activities. The department's focus is not only in crops, but also inland fisheries, research and development (R&D), farmers' institution's development and human resources development and extension. Leadership is about influencing, motivating and enabling others to contribute to the effectiveness and success of the organization of which they are members and how the leader uses their power to lead other people (McShane, 2013). The previous studies showed that different styles of leadership do not have the same impact on job satisfaction in various settings such as healthcare, military, education and business organizations (Sheikh Ali, Sidow, & Guleid, 2013). From organizational