

THE RELATIONSHIP BETWEEN LEADERSHIP STYLES  
TOWARD EMPLOYEES MOTIVATION AT KOTA SETAR  
DISTRICT EDUCATION OFFICE

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JUNE 2014

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## **ABSTRACT**

*The purpose of this survey research is to explore the different types leadership styles in educational institutions which may affect employees motivation. The subjects of this study include 92 total officers and staffs in this organization. Data were collected and analyzed using the Statistic Package for Social Science (SPSS) version 18.0. The questionnaire distributed has three sections which Section A for Demographic Profile, Section B are about three categories of leadership styles chosen, and Section C for employees motivation questions. The employees will rate their leaders or managers according to the types of leadership styles. In addition, the employees motivation was affected based on how their leaders give direction and treat them in their workplace. According to the Section B, most of the employees rate their leaders as Transformational Leadership and Transactional Leadership. Moreover, based on Section C, the employees want to involve in decision making process and get more attention from the leaders.*

*Keywords: Leader, Leadership, Motivation, Employee Motivation, Transformational and Transactional Leadership*

## ACKNOWLEDGEMENT

I would like to thank Allah S.W.T. for giving the opportunity and strength to enable me to complete this dissertation that will entitle me to receive a Bachelor Degree in Office Systems Management (hons.). During the production of this research study, I have received the cooperation's, contributions, advice, moral, spiritual supports, and assistance from various quarters. Appreciation and thanks to Tn. Sofaruddin bin Ismail for willing and allow me to gain some work experiences there at this organization and completing this study. My sincere appreciation and thanks also goes to my supervisor Tn. Hj. Rozaini bin Hj. Ahmad, for patiently supervising and managing the affairs during my Industrial Training durations and preparing this dissertation at the same time. My sincere appreciation and thanks also goes to all officers and staffs in this organization who have give greatest cooperation for this study.

With this I would like to express my deep and sincere gratitude to my advisor, Madam Intan Nurul Ain binti Mohd Firdaus Kozako. His wide knowledge and logical ways of thinking have been a great value for me. Thank you so much. Not to forget, my colleagues in D1BM232 6B at UITM Kelantan who have been with me throughout my study at UITM. Appreciation and special thank to members of my family, especially for both of my parents Ida Rofida binti Yahaya and Anwar bin Abd. Hamid, who has provided encouragement and support, thank you for everything. Lastly, thank you to all who are involved either directly or indirectly in helping me throughout these training durations. Hopefully their contributions will be rewarded by Allah SWT.

*Noraidatul Azwa binti Anwar (June 2014)*

## CHAPTER 1

### INTRODUCTION

#### CHAPTER OVERVIEW

This chapter will discuss in detail about the background and problem statement of the study. It also will describe the research objectives and research questions of the study. Besides, significances and limitations of the study also will be discuss and gather with the operationalization term.

#### INTRODUCTION

Leadership is conceived as a process where one or more persons influence a group of person to move in a certain direction. The word leadership has been used in various aspects of human endeavour such as politics, business, academics and social works. Messick and Krammer (2004) argued that the degree to which the individual exhibits leadership traits depends not only on his characteristics and personal abilities, but also on the characteristics of the situation and environment in which leaders find themselves. Therefore, an individual will support the organization if he or she believes that through it personal objective and goals could be met, if not, the person's interest will decline.

Among the objectives of any organization are profit making and attainment of maturity and liquidity status. In the pursuit of these objectives, organizations allocate