THE RELATIONSHIP OF LEADERSHIP STYLES TOWARDS EMPLOYEES

MOTIVATION AMONG EMPLOYEES AT UNIVERSITY MALAYSIA PERLIS.

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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

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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 that, 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 scarce resources to competing ends.