

**IMPACT OF TRANSFORMATIONAL LEADERSHIP STYLE TOWARDS
JOB SATISFACTION IN PEMBANGUNAN PERTANIAN MELAKA
SDN BHD (PPMSB)**

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TABLE OF CONTENTS

ACKNOWLEDGEMENTS	i
TABLE OF CONTENTS	ii
LIST OF TABLES	v
LIST OF FIGURES	vi
LIST OF ABBREVIATIONS	vii
ABSTRACT	viii
ABSTRAK	ix

CHAPTER

1 INTRODUCTION

1.1	Research background	1 – 2
1.2	Problem statement	2 – 3
1.3	Objective of study	3
1.4	Research question	3
1.5	Significant of study	4
1.6	Hypothesis testing	5 – 6
1.7	Limitation of study	7

2 LITERATURE REVIEW

2.1	Introduction	8
2.2	Background of Pembangunan Pertanian Melaka Sdn Bhd	9
2.3	Leadership	10
2.4	Transformational leadership styles	11 – 13
2.5	Four major components of transformational leadership styles	14 – 16
2.6	Job satisfaction	17 – 18
2.7	Transformational leadership styles and job satisfaction	19

3	RESEARCH AND METHODOLOGY	
3.1	Introduction	20 – 21
3.2	Location of study	22
3.3	Conceptual of framework	23
3.4	Population and sample	
	3.4.1 Population	24
	3.4.2 Sample	24 – 25
3.5	Data collection method	
	3.5.1 Questionnaire	26
	3.5.2 Distribution questionnaire	26 – 27
	3.5.3 Advantages of questionnaire	27
	3.5.4 Disadvantages of questionnaire	28
	3.5.5 Survey	28
3.6	Sampling design	
	3.6.1 Likert scale	29
3.7	Data analysis	
	3.7.1 Statistical package for the social science (SPSS)	30
	3.7.2 Statistical analysis	30
	3.7.3 Descriptive analysis	31
	3.7.4 Reliability test	32 – 33
	3.7.5 Pilot test	34
	3.7.6 Correlation	35 – 36
	3.7.7 Multiple linear regression	36
3.8	Flows chart of instrumental design	37
3.9	Schedule of work	38
4	RESULTS	
4.1	Introduction	39
4.2	Reliability test	40 – 42
4.3	Descriptive analysis	43
	4.3.1 Demographic analysis	43 – 49
4.4	Correlation analysis	50 – 51

ABSTRACT

IMPACT OF TRANSFORMATIONAL LEADERSHIP STYLE TOWARDS JOB SATISFACTION IN PEMBANGUNAN PERTANIAN MELAKA SDN BHD

Attaining employees' job satisfaction is crucial to retain productive and efficient employees. Therefore, one of the ways that may be effective in helping managers in increasing the satisfaction of their followers by employing the right leadership style. An effective leader is one that command respect and trust of their followers. Transformational leaders show good behavior that permits them to dole out as models for their followers. They act in manners that inspire and stimulate those concerning them by bestowing challenge and meaning to their followers' work. This study aims to investigate four independent factors of transformational leadership styles which are idealized influence, inspirational motivation, intellectual stimulation and individualized consideration that affect worker's job satisfaction in Pembangunan Pertanian Melaka (PPMSB). The objectives of this research are to study relationship between transformational leadership styles and workers' job satisfaction and to determine a dominant factor that influences the job satisfaction of workers. This study was conducted in a Pembangunan Pertanian Melaka Sdn Bhd. 53 from 60 employees are invited to be the respondents of this research. Data collection method for this study is using questionnaires distribution. Data received is analyses by using correlation and multiple regression in software of Statistical Package for Science (SPSS). Result of the correlation analysis shows that there are statistically significant relationships between overall transformational leadership style and job satisfaction. Result from regression analysis shows that inspirational motivation is the dominant factor that affect worker's job satisfaction with the highest value from other factors. It shows that inspirational motivation factor give high impact to the job satisfaction of workers. As for a recommendation, the leaders need to concern more about worker's job satisfaction in order to improve productivity and performance their workers in the organization.

Keywords: Transformational leadership, leadership styles, job satisfaction, PPMSB.