

THE RELATIONSHIP BETWEEN LEADERSHIP STYLES WITH EMPLOYEES'
JOB SATISFACTION AT JASA MERIN (M) SDN BHD

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Abstract

This purpose of this study was to investigate the relationship between the leadership styles practiced by leader with the employees' job satisfaction at Jasa Merin (M) Sdn Bhd. A part from that the second objective of this study was to examine the impact of leadership styles towards employees' job satisfaction. This study utilized the simple random sampling technique. The data were collected using questionnaire distributed to the respondents where they had to rate the level of job satisfaction in relation to the leadership style used by their leaders. The level of satisfaction was measured using five point Likert scales. The correlation was measured using Pearson correlation. Based on the finding, there were positive correlations between transformational and transactional leadership styles with employees' job satisfaction. Leaders in Jasa Merin (M) Sdn Bhd used both transformational and transactional leadership style. The level of job satisfaction in relation to leadership styles at Jasa Merin (M) Sdn Bhd was moderate. Besides that, the findings also show that female was more satisfied than male in relation to leadership styles. It was also found that based on experience of working with the current leader shows that employees who work between 6-10 years felt more satisfied than others. Overall, the level of job satisfactions of employees at Jasa Merin (M) Sdn Bhd was found to be at moderate level. Therefore, it is suggested that organization needs to increase level of job satisfaction of the employees by providing appropriate training to leaders and employees for their development. Giving competitive remuneration with increase benefits to them will also help. Rewards should be given to those whose achievements have contributed to the organization.

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