



**THE EFFECT OF LEADERSHIP STYLES TOWARDS  
EMPLOYEE ENGAGEMENT AT PEJABAT DAERAH AND  
PEJABAT TANAH BATU PAHAT, JOHOR**

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## **ABSTRACT**

This research had be conducted to measure the relationship between leadership styles and employee engagement. This study further determine which leadership styles is most dominant influence the employee engagement. A sample of 123 respondents involved in the study which is consists of workers at Pejabat Daerah dan Pejabat Tanah Batu Pahat. The data collected were analyzed using the Statistical Package for Social Science (SPSS) Version 20.0. Descriptive analysis used to identify the demographic background and level of employee engagement. Meanwhile correlation analysis and regression analysis used to see the relationship between leadership style employee engagement and also to identify the leadership style that most dominant or influence employee engagement. The findings shows that the employee engagement level among workers was in a moderate level of employee engagement. The study found that transformational leadership style has the most dominant influence in affecting the employee engagement. There is a relationship between transformational leadership and employee engagement at Pejabat Daerah and Pejabat Tanah Batu Pahat, Johor. While, the results also showed that transactional leadership and laissez-faire leadership has a relationship towards the employee engagement. Overall, the results showed transformational leadership, transactional leadership and laissez-faire leadership play an important role in determining the level of employee engagement in the organization.