



**A STUDY ON THE RELATIONSHIP BETWEEN
LEADERSHIP STYLES AND EMPLOYEE COMMITMENT
IN MASKARGO SDN BHD**

**NORHAINA BINTI MUHAMAD TORSIMAN
2007281808**

**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) HUMAN RESOURCES
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MALACCA CITY CAMPUS**

APRIL 2009

THE DECLARATION



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Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature : _____

Name of Candidate : NORHAINA BINTI MUHAMAD TORSIMAN

Date : _____

LETTER OF SUBMISSION

20 April 2009

The Head of Program
Bachelor of Business Administration (Hons) Human Resource
Faculty of Business Management
Universiti Teknologi MARA
Malacca City Campus
110 Off Jalan Hang Tuah
75300 Melaka

Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled "A STUDY ON THE RELATIONSHIP BETWEEN LEADERSHIP STYLES AND EMPLOYEE COMMITMENT IN MASKARGO SDN BHD" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

NORHAINA BINTI MUHAMAD TORSIMAN

2007281808

Bachelor of Business Administration (Hons) Human Resource

ABSTRACT

Many people today are seeking to understand and many people are writing about the concept and practices of leadership. There are a great many reasons for the popularity of the topic, including that organizations are faced with changes like never before. This is a study on one company that is MASkargo or Malaysia Airlines Kargo (Malaysia Airlines Cargo Sdn. Bhd.) is a cargo airline based at Advanced Cargo Centre (ACC) Kuala Lumpur International Airport (KUL) Sepang, Selangor, Malaysia. Its problem is their employees have low committed with their work. This is study on the relationship between leadership style and employee commitment. This study also using sample size of 40 respondents and choose non-probability as sampling technique. Furthermore, this studies also using primary and secondary data. Findings are interpreted using frequency and percent, descriptive statistics and also correlation. Finally there are some conclusions and some recommendation for future research.

This study shows that there is a relationship between leadership styles and employee commitment in MASkargo. Based on the findings, Most of the leader or supervisor using transformational and laissez-faire leadership styles in order to treat their followers or employees. Moreover, there is a significant relationship between transformational leadership styles and employee commitment. Similar to transactional leadership style that has significant relationship but weak relationship. As a recommendation MASkargo should practice transformational leadership style rather than laissez-faire leadership style.

TABLE OF CONTENTS

Cover Page	i
The Declaration	ii
Acknowledgement	iii
The Abstract	iv
Table of Contents	v
List of Tables	viii
List of Figure	ix

CHAPTER 1: INTRODUCTION

1.1 Background of Study	1
1.2 Company Background	3
1.3 Problem Statements	4
1.4 Research Questions	5
1.5 Research Objectives	5
1.6 Hypotheses	
1.6.1 Hypothesis 1	6
1.6.2 Hypothesis 2	6
1.6.3 Hypothesis 3	6
1.7 Theoretical Framework	
1.7.1 Dependent variables	7
1.7.2 Independent Variables	7
1.7.3 The Model of Theoretical Framework	8
1.8 Scope and Coverage	8
1.9 Significance of Study	