

UNIVERSITI TEKNOLOGI MARA

**THE RELATIONSHIP BETWEEN
LEADERSHIP EMPOWERING
BEHAVIOUR, ETHICAL
LEADERSHIP, AND EMPLOYEES'
PSYCHOLOGICAL
EMPOWERMENT WITH
TURNOVER INTENTION AT
XYZ MALAYSIA SDN. BHD.**

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ABSTRACT

Employees are organization's most important and valuable assets. The success of an organization could not be achieved without the support and contribution of employees. This main objective of the study is to determine the relationship between leadership empowering behaviour, ethical leadership and employees' psychological empowerment with turnover intention at XYZ Malaysia Sdn. Bhd. XYZ Malaysia Sdn. Bhd. was chosen because the company has a high number of turnover rate for the past two years. The dependent variable is turnover intention and independent variables are identified as leadership empowering behaviour, ethical leadership and employees' psychological empowerment. One hundred sets of questionnaire were distributed to the lower level employees of XYZ Malaysia Sdn. Bhd. The result showed that all of the independent variables were significantly related to dependent variable. There were significant negative correlations between leadership empowering behaviour, ethical leadership and employees' psychological empowerment with turnover intention. It was found that leadership empowering behavior was the most dominant variable in affecting turnover intention at XYZ Malaysia Sdn. Bhd. In conclusion, the higher the leadership empowering behavior, ethical leadership and employees' psychological empowerment, the lower the turnover intention at XYZ Malaysia Sdn. Bhd. There were few suggested strategies in retaining the employees, which focused on recognition, training and development, and exit interview. Consequently, this research has shown that it provides valid and reliable information for future researchers.

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TABLE OF CONTENTS

	Page
AUTHOR’S DECLARATION	ii
ABSTRACT	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF TABLES	ix
LIST OF FIGURES	x
LIST OF ABBREVIATIONS	xi
CHAPTER ONE: INTRODUCTION	
1.1 Introduction of Study	1
1.2 Background and Setting	2
1.2.1 Organizational Chart of XYZ Malaysia Sdn. Bhd.	2
1.3 Problem Statement	3
1.4 Research Questions	6
1.5 Research Objectives	6
1.6 Significance of Study	7
1.6.1 To the Organization	7
1.6.2 To the Researchers	7
1.6.3 To the Body of Knowledge	7
1.7 Scope of Study	8
1.8 Definition of Terms	8
1.8.1 Turnover	8
1.8.2 Turnover Intention	9
1.8.3 Leadership Empowering Behaviour	9
1.8.4 Ethical Leadership	10
1.8.5 Employees’ Psychological Empowerment	10

CHAPTER TWO: LITERATURE REVIEW

2.1	Introduction	11
2.2	Theory and Models	11
2.2.1	Theory of Herzberg's Two Factor Motivation	11
2.3	Critical Review of Dependent Variable – Turnover Intention	14
2.4	Critical Review of Independent Variables	14
2.4.1	Leadership Empowering Behaviour	14
2.4.2	Ethical Leadership	16
2.4.3	Employees' Psychological Empowerment	17
2.5	Hypotheses Development	18
2.6	Theoretical Framework	19
2.7	Strategy Business Tools	19
2.7.1	SWOT Analysis	20
2.7.2	TOWS Analysis	20
2.8	Academic Construct	21
2.9	Summary	22

CHAPTER THREE: METHODOLOGY

3.1	Introduction	23
3.2	Research Design	23
1.2.2	Purpose of Study	23
1.2.3	Extent of Research Interference	24
1.2.4	Study Setting	24
1.2.5	Research Strategies	25
1.2.6	Unit of Analysis	25
1.2.7	Time Horizon	25
3.3	Sampling Design	26
3.3.1	Population	26
3.3.2	Sampling Frame	26
3.3.3	Sampling Technique	27
3.3.4	Sample Size	27
3.4	Instrument	28
3.4.1	Wording	28