



UNIVERSITI TEKNOLOGI MARA

**THE RELATIONSHIP BETWEEN BIG FIVE PERSONALITIES AND DIMENSIONS
OF TRANSFORMATIONAL LEADERS IN THE PRIVATE SECTOR**

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BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS

(HUMAN RESOURCE MANAGEMENT)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

KAMPUS BANDARAYA MELAKA

5TH JULY 2013



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**Submitted In Partial Fulfilment Of The
Requirement For the
Bachelor of Business Administration with Honours
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

5TH JULY 2013

DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”

- | | |
|------------------------------|----------------------------|
| 1. SYAZWAN BIN SAUFI | I.C Number: 900915-11-5345 |
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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 has been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

Date of submission: 5TH July 2013

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

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project titled “The Relationship between Big Five Personalities and Dimensions of Transformational Leaders in Private Sector” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank You.

Yours Sincerely,

SYAZWAN BIN SAUFI

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Bachelor of Business Administration (Hons) Human Resource Management

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Abstract

This research attempts to identify which of the Big 5 personalities is believed to have the greatest impact in becoming a charismatic Transformational Leader. It is important that every single employees, in any designation, no matter if they are in managerial level or even executive level, to possess the personalities of a Transformational Leaders. It promises stronger career growth, more effective and efficient performance and also adaptability to change. The result that is produced through this research would facilitate interviewers to detect a persons' ability to become a transformational leader by observing their personality during an interview session. However, transformational leaders are always initiated by being transactional leaders in the beginning. Thus, transactional leadership aspects have briefly been included to test this theory.

The result of the research revealed that conscientiousness and extroversion are the two main personalities that have significant positive relationship transformational leaders. These results were revealed through an investigation that is made by distributing a set of questionnaires that were distributed to 300 respondents from 5 different organizations. The 5 different organizations were Mercedes Benz Malaysia Sdn Bhd, Honda Shared Auto Cars Sdn Bhd, Thursinar Building Maintenance Sdn Bhd, Worldwide Medinvest Sdn Bhd, and Aluminium Company of Malaysia Berhad. The questionnaire was constructed in a manner that the subordinates to evaluate their superior (CEO / Managing Director) to test the relationship between their personality and the transformational leadership behaviour. These results will be further discussed in Chapter 4 & Chapter 5.