



**THE RELATIONSHIP BETWEEN
TRANSFORMATIONAL LEADERSHIP AND
SUCCESSION PLANNING AMONG EMPLOYEES IN
PUBLIC SECTOR PERLIS, MALAYSIA**

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DECLARATION OF ORIGINAL WORK

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Hereby declared that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for these degrees 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.

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ABSTRACT

Although research about succession planning in family-business and private sector is growing rapidly, there is still no consensus regarding the implementation of succession planning in public sector. Thus, the purpose of this research is to study about the relationship between transformational leadership such as idealized influence, inspirational motivation, intellectual stimulation and individualized consideration on succession planning in public sector, Perlis. The researcher prepared 170 sets of questionnaires and distributed them to the targeted respondents who are currently working in the selected public sector in Perlis area. The researcher succeeded to collect data from 132 respondents. Researchers used SPSS version 21.0 to generate the data and provide the final result. The limitations for the study, significance of the study and recommendations for future research were also discussed.

Keywords: transformational leadership, succession planning, public sector