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STUDIES**

**Executive Masters of Administrative Science
(EMAS)**

**IMPACT OF TRANSFORMATIONAL LEADERSHIP
CAPABILITY ON EMPLOYEE MOTIVATION IN THE
PUBLIC SECTOR AT STATE HUMAN RESOURCE UNIT IN
CHIEF MINISTER DEPARTMENT OF SARAWAK**

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DECLARATION

I hereby declare that the work contained in this dissertation is original my own except those duly identified and acknowledge. If i am later found to have committed plagiarism or acts of academic dishonesty, action can be taken in accordance with University Teknologi MARA's rules and academic regulations.

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ABSTRACT

Leaders play a very important role in building and sustaining business and community in organizations. Leadership style is one of the important factors that can affect motivation. Therefore, this study is to examine the impacts of Transformational Leadership Capability on the employees' motivation in the Public Sector at the State Human Resource Unit in the Chief Minister Department of Sarawak. The study uses primary data, using random sampling, 130 questionnaires were distributed, out of which 108 were completed. The questionnaire contains different elements drawn from a) Transformational Leadership adopted and modified from Jeevan Jyoti and Manisha Dev (2016) and b) Motivation adopted and modified from Tan Teck - Hong and Amna Waheed (2011). For transformational leadership capability and employee motivation, all the items are arranged in degree of agreement by a 7-point Likert scale. Data were analyzed by reliability analysis, descriptive statistics, Correlation and regression analysis to complete the research objective. The study reveals that there is a strong relationship between Intellectual stimulation and inspirational motivation with employees' motivation and a moderate relationship between idealized influence and individualized consideration with employees' motivation.

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CHAPTER I

Introduction

1.1 Introduction

This introduction chapter give an general idea of the study “The Impacts of Transformational Leadership Capability Employees Motivation in the Public Sector at State Human Resource Unit in Chief Minister Department of Sarawak. The chapter highlights on background, problem statement, research objectives, scope of the study and its significance, also some definition of terms commonly used in the study.

1.2. Background of the Study

State Human Resource Unit is one of eleventh (11) units in Chief Minister Department. The State Human Resource Unit play important role in building capacity of human capital for Sarawak Civil Service with the vision “To lead in Human Capital transformation”. This vision is conjunction with the “Sarawak Civil Service 2010-2020 Action Plan”. Sarawak Civil Service 2010-2020 Action Plan is Transformation Plan for Sarawak Civil Service to be World Class Service by 2020. There eight (8) Action Plan In this Transformation Plan and State Human Resource Unit responsible for Human Resource Talent Management. One of the initiatives for the Human Resource Talent Management Action Plan is “High Performance Leader”. According to Tan Sri Datuk Amar Haji Mohammad Morshidi Bin Abdul Ghani the State Secretary of Sarawak, , “Leadership is not limited to just those holding position of authority such Secretaries, Residences, District Officer or Head of Departments. Every officer at all levels can and should be prepared to exercise leadership when situation demands”.