



**A STUDY ON TRANSFORMATIONAL LEADERSHIP  
TOWARDS AFFECTIVE COMMITMENT: A CASE IN  
FINANCIAL DIVISION, MINISTRY OF EDUCATION,  
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**JULY 2013**

## ACKNOWLEDGEMENT



Assalamualaikumwb...

First of all, thanks to Allah S.W.T for His blessing in giving me the guts and good health to finish this task. I would like to express my gratitude to our kind heart lectures, Madam Fauziana Bt Fauzi@Mat Rawi and Madam Suraya Bt Hussien whose gave me the possibility to complete this assignment. I really appreciate for all her guidance, giving me better understanding about the task. I want to thank my parents for lots of love make me more motivated to complete this assignment. I also deeply indebted to all my friends for their best supporting especially when sometimes I face the difficulties in order to complete the task given. Last but not least, I am really thanks to all individuals involved directly or indirectly in completing the assignment.

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## ABSTRACT

The purpose of the study is to determine the relationship between Transformational Leadership Toward Affective Commitment of Employees at Financial Division, Ministry of Education, Malaysia. This study wants to discover the elements of transformational leadership towards the affective commitment that should be applied by the government to give the best services to people. The study adapted and combined the four elements from previous studies namely idealized influences, inspirational motivations, individualized considerations and intellectual stimulation as a strategy to identify the measurement of affective commitment given by the staffs in the government sector toward the public itself. The questionnaires were distributed at Financial Division, Ministry of Education, Malaysia. Analysis of 80 responses out of 187 respondents revealed that there is significant relationship between transformational leadership toward affective commitment of employees at Financial Division, Ministry of Education, Malaysia. It is recommended that the Financial Division, ministry of Education, Malaysia and other ministry to keep providing the employees satisfaction according to the leadership style apply in the organization. Based on concept accepted, the employees itself will perform well and give the best services towards their leader. However, there are some limitations that have been identified underlying in this research such as the respondents itself and the research only focus on affective commitment of the staffs in the organization based on the transformational leadership elements. From the research limitations described, it is proposed that future research to be carried out in order to cover the research area more thoroughly.

**Keywords:** *Transformational Leadership, Affective Commitment*