

THE RELATIONSHIP BETWEEN LEADERSHIP STYLE AND
QUALITY OF WORK LIFE AMONG THE SUPPORT STAFF IN
SARAWAK ECONOMIC DEVELOPMENT CORPORATION (SEDC)
KUCHING

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DECEMBER 2017

ABSTRACT

Many organizations practiced a different leadership styles which is leading become successful organizations. Leadership is top interest in all types of organization (statutory bodies, private and public sectors) and the central issue focused on is addressing the decline in Quality of Work Life and engaging employees to strive harder in achieving business goals. The purpose of this study is to examine the relationship of supervisor or leadership styles that practiced and Quality of Work Life among support staff in Sarawak Economic Development Corporation (SEDC) Kuching and to identify to what extent the leadership styles practiced by supervisors or leaders that affect the Quality of Work Life among the support staff at selected department in (SEDC). Out of 108 distributed questionnaires, 97 questionnaires have been collected. Data collecting was done using quantitative method instrument. The findings support that the relationship between Leadership Transformational and Transactional Style practiced in SEDC is positive, strong and significant with Quality of Work Life among support staff such as work environment, compensation and rewards, job satisfaction and security, autonomy of work. The findings concluded that Transformational and Transactional leadership are practiced in SEDC and affect the Quality of Work Life among the support staff at selected department in (SEDC). It is important the supervisor or leaders have better understanding on leadership styles which is affect the Quality of Work Life. Future researcher should be applied qualitative research design for widen better understanding in this study through conducted interview a group of people corporate leaders.

ACKNOWLEDGEMENTS

First, I give thanks to Allah for inspiring me and giving me the ability and desire to carry out this study. This research would not have been possible without the support, patience and guidance of people to whom I owe my gratitude. I would like to acknowledge and thank my supervisor Madam Leviana Andrew for her supervision and thanks for all the brilliant comments and suggestions and also for the face validation of instrument. I would like to thank you for encouraging my work. I would also like to thank my family for their unwavering encouragement and emotional support. Thus, I would not have been able to accomplish this work without their continuous support throughout my studies. Therefore, thanks to all my friends for assisting me and sharing their knowledge to complete this research so well. Apart from that, thanks to Madam Ng Kui Choo my co supervisor as well as language validity. Not forgotten also Dr Sueb Ibrahim Senior Lecturer from Faculty of Akademi Pengajian Bahasa who was did for my content validity of my questionnaire. Further, I wish to acknowledge and thank the Sarawak Economic Development Corporation SEDC, for supporting me in this endeavour. I would also like to thank the support staff from the SEDC who kindly gave their time towards the data collection. Thank you all.

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November 30, 2017

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CHAPTER 1

INTRODUCTION

This chapter provides an overall picture of the research that was conducted. The background of research, research problems, research objectives and research questions, limitation of the study, significance and definition of terms are briefly expressed. In addition, this chapter explains why this research was conducted based on the following subject and the importance of the findings to the relevant parties.

Background of the Study

Sarawak Economic Development Corporation (SEDC) is a statutory body established under the laws of State of Sarawak, it also comes under the purview of the Federal Government of Malaysia through the Federal Ministry of Finance (MOF). The Quality of Work Life (QWL) is a philosophy of a set of principles, which holds that, people are the most important resources in an organization. Sharma and Gupta (2011) suggested that Quality of Work Life is a vital factor for organizational performance and an effective factor to motivate staff at work. Furthermore, if an organization offers the staff a high Quality of Work Life, it will make a move for retaining and keeping those