



**THE RELATIONSHIP BETWEEN LEADERSHIP BEHAVIOUR AND  
LEADERSHIP STYLE TOWARDS EMPLOYEE EMPOWERMENT  
AT ONE PRIVATE SECTOR IN MALAYSIA**

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## ABSTRACT

The purpose of this research is to examine the relationship between leadership behaviour and leadership style towards employee empowerment in one department of one organization in Malaysia. The conceptual framework of this study is Leadership Behaviour and Leadership Style as independent variables and the dependent variable was Employee Empowerment. The total of 70 supporting staff is participated in this study. Furthermore, in this study survey questionnaire was utilized to obtain data. The research design in this study was convenient sampling technique. The validity of the instruments in this study was valid and reliable because it is established instruments and has been used by many researchers in the discipline of study. Based on the findings, it shows that the frequency implementation of leadership behaviour and leadership style by administrators was both high. Thus, both independent variables in this study were important to empower employee. This research also showed significant correlation between independent variables and dependent variable at .01 significant level. Hence, the researcher concludes that in order to empower employee, leader should possess positive leadership behaviour and leadership style for them to improve their job performance and be more committed to organization.

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## **CHAPTER 1**

### **INTRODUCTION**

#### **Background of the Study**

Leadership is the cornerstone of the modern business organization, and as such one must accept the responsibility for building positive leadership behavior and styles within the organization's corporate culture. The building of positive leadership behaviour and styles comes initially through the leaders' ability to communicate in such a manner that enhances empowerment in interpersonal relationships, team building, fair in job task distribution, motivate and energize followers internally and externally. Thus, leaders that have these characteristics are likely to have a good and stable relationship with their employees.

According to Taylor (2012), leaders need to help employees at all levels of the organization to understand the goals of the organizations. For instance, management styles characterized by behaviour meant to support, inspire, and bring people together are the most advantageous and valuable to organizations. In addition, when employees only have little trust in their leaders and do not understand the importance of their organization's goals and mission, they will not be motivated.

In this research paper, the researcher analyzes the characteristic of effective leadership; it describes different types of leadership style and examines effective leader's behaviour that empowers employees and increases their productivity in a