

**THE RELATIONSHIP OF LEADERSHIP STYLE TOWARDS EMPLOYEE
MOTIVATION AMONG EMPLOYEES AT JABATAN PERTANIAN NEGERI KEDAH,
KEDAH DARUL AMAN**

Prepared for:

MADAM INTAN NURUL AIN BINTI MOHD FIRDAUS KOZAKO

Prepared by:

NUR FARHANA ATIQAH BINTI ABU BAKAR

BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)

UNIVERSITI TEKNOLOGI MARA

FACULTY OF BUSINESS MANAGEMENT

2014

DECLARATION OF ORIGINALITY FORM



I declare that the work in this thesis was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and the result of my own work, unless otherwise indicated or acknowledge as references work. This topic has not been submitted to any other academic institution or non-academic institution for any other degree or qualification.

In the event that my thesis is found to violate the condition mentioned above, I voluntarily waive the right of conferment of my degree and agree be subjected to the disciplinary rules and regulations of University Teknologi MARA.

NAME OF CANDIDATE	Nur Farhana Atiqah binti Abu Bakar
CANDIDATE'S ID NO	2012204956
PROGRAMME	Degree in Office System Management
FACULTY	Faculty of Business Management
THESIS TITLE	The Relationships of Leadership Style Towards Employee Motivation
SIGNATURE OF CANDIDATE	
DATE	June 2014

ABSTRACT

A SURVEY RESEARCH OF THE RELATIONSHIP BETWEEN LEADERSHIP STYLE TOWARDS EMPLOYEE MOTIVATION IN JABATAN PERTANIAN NEGERI KEDAH (JPNK), KEDAH DARUL AMAN

NUR FARHANA ATIQA BINTI ABU BAKAR

BACHELOR IN OFFICE SYSTEMS MANAGEMENT (Hons.)

SUPERVISOR: MADAM INTAN NURUL AIN BT. MOHD FIRDAUS KOZAKO

JUN, 2014

The purpose of this survey research is to explore more about leadership styles towards employee motivation in government sector in Alor Setar, Kedah Darul Aman as perceived by employers themselves and employees. The respondents of this subject include 115 employees. The questionnaire was selected to collect data for the research because it ensured quantifiable responses for the same items from all respondents. The questionnaire were distributed in three sections, which is Section A for Demographic profile, Section B contains three categories of leadership style that is Transformational Leadership, Transactional Leadership and Laissez-Faire Leadership and Section C for measuring employees motivation. Data were collected and analyzes using the Statistic Package for Social Science (SPSS) version 20.0. The limitation of this study and the recommendations for future research are also discussed.

Keywords: *leadership style, transformational leadership, transactional leadership, laissez-faire leadership, employee motivation.*

ACKNOWLEDGEMENT



In the Name of Allah, the Most Gracious, the Most Merciful

Praise to the Almighty God for His favor to me in bestowing the ability to complete this thesis.

Special thanks to my supervisor, Mdm/ Ms. Intan Nurul Ain bt. Mohd Firdaus Kozako, without your guidance and support, I will not be able to complete this thesis. I would like to extend my special thanks to all my colleagues, my teammate and my friends. Also not forgotten my classmate DIBM2326B batch December 2012.

Warmest appreciation and thanks to Mrs. Fadzillah binti Jaafar, was willing to accept my application in doing intern here and allow me to gain some working experience here and completing this thesis. My sincere appreciation and thanks to all staff, who gave greatest cooperation for completing this thesis. Last but not least, my parents, Mr. Abu Bakar bin Md. Ali and Mrs. Siti Meriyam Binti Ali, my sisters and brother, thanks for your love, prayers, patience, understanding, encouragement and great moral support.

(Nur Farhana Atiqah binti Abu Bakar)

June 2014

CHAPTER 1

INTRODUCTION

CHAPTER OVERVIEW

This chapter will discuss in detail about the background and problem statement of the study. It also will describe the research objectives and research questions of the study. Besides that, significances and limitations of the study also will be discuss and gather with the operationalization term.

INTRODUCTION

Leadership is conceived as a process where one or more persons influence a group of person to move in a certain direction. The word leadership has been used in various aspects of human endeavor such as politics, business, academics and social works. (Messick, 2004) argued that the degree to which the individual exhibits leadership traits depends not only on his characteristics and personal abilities, but also on the characteristics of the situation and environment in which leaders find them. Therefore, an individual will support the organization if he or she believes that through it personal objective and goals could be met, if not, the person's interest will decline.

Among the objectives of any organization are profit making and attainment of maturity and liquidity status. In the pursuit of these objectives, organizations allocate scarce resources to competing ends. In the process they provide employment, provide goods and services, purchase goods and services and, thus contribute to the growth of the society and economy at large.