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**RELEVANCY OF LEADERSHIP STYLES TOWARD
EMPLOYEES' MOTIVATION: CASE STUDY AT NATIONAL
ANTI-DRUGS AGENCY (AADK) KUCHING, SARAWAK**

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ABSTRACT

This academic research is conducted to examine the relevancy of Path-Goal leadership style with employees' motivational level. The study focusing on employees engaged at AADK Kuching, Sarawak. There were two main research methodologies applied namely direct observation and personal survey using structured questionnaires form. A number of 115 respondents selected from various section in the selected organization. Statistical Package for Social Sciences (SPSS) Version 20.0 has been applied to conduct the entire analysis such as to generate descriptive analysis and inferential statistic which was based on the 115 returned questionnaires. An expected results consists the Cronbach's Alpha level for the overall constructs, were above 0.600 and detail analysis of study findings as elaborated in Chapter IV. In-depth analysis such as Pearson's Coefficient had been applied to answer the research's aim and objectives, in addition to prove the acceptance level of research's hypotheses. The study findings show that an overall Cronbach's Alpha is at 0.828 suggested that this study instruments to be accepted due to internal consistency. Employees' perception on directive leadership recorded mean value at 2.58. Whereas, mean value for employees' perception on participative leadership is at 3.55, compared to Achievement Oriented Leadership at 3.35. Supportive leadership styles also not excluded, with mean value at 3.58, finally, the motivational level amongst employees recorded mean at 3.49. Pearson Correlation analysis found that directive leadership and achievement oriented leadership style recorded no significant relationship with motivational level amongst employees ($p>0.05$) at AADK Kuching.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

This chapter discusses the introduction to the study. It represents the overview of the study and briefly explains the background, the aim, problem statement, formulating the study methodology, the outline of the report, and the limitation and scope of the study.

1.2 BACKGROUND OF THE STUDY

Leadership is the process of directing and influencing the task related activities of group members (Stoner, 1996). Even with the best organizational structure and strategies, an organization's success in meeting its goals is still not guaranteed. This will be effective if its members are motivated, enthusiastic and creative. To generate this kind of behavior, proper guidance and directions are then needed and this can be achieved through proper and effective leadership. In many setting- business, education and government, leadership is exercised. Leadership is important and is required at every level and is being considered to be one of the