

**UNIVERSITI TEKNOLOGI MARA  
FACULTY OF ADMINISTRATIVE SCIENCE AND POLICY  
STUDIES**



**THE PERCEPTION AND LEVEL OF ACCEPTANCE TOWARDS  
GENDER DIFFERENCES IN LEADERSHIP IN PUBLIC AND  
PRIVATE ORGANIZATION**

**SITI SUTRA BINTI ABDUL SUKOR  
2012404778  
NUR HIDAYAH BINTI KASSIM  
2012643104**

**MAY 2014**

# TABLE OF CONTENTS

<b>Contents</b>	<b>Page</b>
Clearance for Submission	i
Declaration	ii
Acknowledgement	iii
Table of Content	iv
List of Table	vi
Chapter 1: Introduction	
Background of Study	1
Problem Statement	4
Research Questions	5
Objectives	6
Scope of Study	6
Significant of Study	7
Limitations	8
Chapter 2: Literature Review	
Definition of Terms	9
Social Role Theory	12
Approaches to Leadership Styles	13
Views of Stereotyping and Leadership Styles	18
Conceptual Framework	27
Hypothesis	28
Chapter 3: Research Methodology	
Introduction	31
Research Design	31
Data Collection Methods	32
Sampling Design	32
Questionnaire Design	35
Data Analysis	38
Chapter 4: Findings	
Introduction	39
Respondents' Demographic Analysis	39
Reliability Analysis	42
T-Test Analysis	45
Correlation Analysis	49

# CHAPTER 1

## INTRODUCTION

### 1.1 Background of Study

The succession of an organization is determined by the leadership of the top management. The effectiveness and efficiency of the leader are the dominant factor that leads to the performance of the worker and the organization itself. At its best, leadership is a partnership that involves mutual trust between two people who work together to achieve common goals. Leadership shifts back and forth between them, depending on the task at hand and who has the competence and commitment to deal with it. According to the McShane and Von Glinow, in their book, *Organizational Behavior*, they defined leadership is the ability to influence, motivate and enable others to contribute toward the effectiveness of the organizations of which they are members.

The world of leadership has undergone significant changes from the styles adapted to the participation of women in the top management. The leadership of different gender has become interest of the research on the field of psychology and sociology as it gives different impact to the organization. According to the World Economic Forum, among 135 countries covered in the report, representing over 90% of the world's population, have closed almost 96% of the gap in the health outcomes between women and men and almost 93% of the gap in educational attainment. In Malaysia context, the Government implemented the 30% policy of women at the decision making level especially in top

## **CHAPTER 2**

### **LITERATURE REVIEW**

#### **2.1 Definition of Terms**

The terms used in this study are defined for ease of understanding:

##### **2.1.1 Leadership**

A process of a leader presents prophetic visions in contrast to the present status of the organization and through the use of critical thinking, insight, intuition and the use of both persuasive rhetoric and interpersonal communication including both active listening and positive discourse, facilitates and draws forth the opinions and beliefs of the followers such that the followers move through ambiguity towards clarity of understanding and shared insights that results in influencing the followers to see and accept the future state of the organization as desirable condition worth committing personal and corporate resources towards its achievement (Bruce, E. Winston, 2003).

##### **2.1.2 Gender**

The term refers to the classification of people and society in general assign to female and male categories (Social Role Theory).

## **CHAPTER 3**

### **RESEARCH METHODOLOGY**

#### **3.1 Introduction**

This chapter illustrates the methodology that was applied in the study. It covers the research design, questionnaire design, sampling design and sample size, data collection methods and data analysis that assisted in enhancing the value of the study.

#### **3.2 Research Design**

In order to achieve the objective of the study, data will be collected to test the hypotheses that are included in previous chapter. This study will be a cross-sectional survey using questionnaire, aims to combine relevance to the research purpose so that information can be obtained. A quantitative research method was used in this research to quantify data and provide conclusive evidence, which based on representative and typically applied some forms of statistical analysis. It is used to obtain information from respondents to determine cause and effect interaction between variables.