

**THE RELATIONSHIP BETWEEN
TRANSFORMATIONAL LEADERSHIP STYLE
AND CONFLICT IN WORKPLACE**

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ABSTRACT

This study is about the relationship of transformational leadership style between conflicts in workplace. The purpose for this study is to see the four elements of independent variable which are idealized influence, intellectual stimulation, inspirational motivation and individual consideration whether there are a relationship with the dependent variable which is conflict in the workplace.

The scope of this research are made at Majlis Perbandaran Temerloh, Pahang. The respondents are from the support staff from that company with 30% from the population which are 200 support staff and it will be 60 respondents. As this study are about the leadership style the respondents should be the support staff.

Data collection by this study are using questionnaire. The questionnaire will be distribute to all department. The research is carried out as correlation research. All the data that have been collected will be analyzed by using Statistical Package for the Social Science (SPSS) version 20.0.

Findings from this study shows there are three out of four independent variables have the significant relationship with the conflict in workplace. The one that have negative relationship is idealized influence. Idealized influence shows that leader at Majlis Perbandaran Temerloh does not have this type of leadership style that will contribute to the conflict in the workplace. This data has been analyzed by using Pearson Correlation Coefficient method.

For the conclusion for this research, three hypotheses have been approved and one has been rejected. The hypothesis has been proved by collecting the data from the respondent at Majlis Perbandaran Temelroh, Pahang. The respondents also from all range of age and the number of female respondents are higher than male respondents.

This type of research need to be made and use by other organization in order to improve their relationship among the employee and also to increase productivity of work. Good working environment are depends to how their leader guidance. So, this research will help the organization to minimize their conflict that happen within the organization.

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