

THE RELATIONSHIP BETWEEN LEADER MEMBERS EXCHANGE (LMX)  
TOWARDS THE EMPLOYEES' ATTITUDE

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## ABSTRACT

This research is regarding the relationship between Leader Member Exchange (LMX) towards the employees' attitude. The main objective is wanted to see whether there is a correlation between the independent variables (Leader Empathy, Relation Behavior, and Ethical Leadership) and dependent variables (Commitment and Job Satisfaction). The respondents are employees from low and middle management in SIRIM BERHAD, Shah Alam in order to conduct this research. A total of 56 employees from 30% of employees will be selected from Corporate Division as our sample in this particular research. In this research, the probability sampling which is simple random sampling will use. It is chosen to be used because it is simple way to distribute the questionnaires to the respondents. There are six sections in the questionnaires which are Section A is demographic, for section B will include the questionnaire on Leader Member Exchange theory which is on Leader Empathy, Section C will cover the question on Ethical Leadership, meanwhile section D will cover the question on Relations Behavior. For employees' attitude, section E will cover the question on Commitment and lastly, section F will cover the question based on Job Satisfaction. Statistical Package of Social Science (SPSS) software of Version 21 will be used to analyze all the data that receive from the questionnaires. Based on the findings, the leader empathy have a total mean of  $r=3.635$ , ethical leadership with the highest total of mean of  $r=3.9821$  and relation behavior have a total mean of  $r=3.9137$ . The result for the questions 4 discovered a strong relationship between leader members exchange towards employee's attitude. The researchers suggest that the social support from the top management can help in improving the problems that occur related to employee's attitudes. For future research, studies could be carried out to examine the theory in leadership.

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