

The Effects of Leadership Style to The Motivation of Managers

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By

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Declaration

I declare that all the work described in this dissertation was undertaken by myself (unless otherwise acknowledged in the text) and that none of the work has been previously submitted for any academic degree. All sources of quoted information have been acknowledged through references.

Mummar Ibrahim Alhwij
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ABSTRACT

The aims of this study are to investigate how transformational and transactional leadership effect to motivation level of the influenced. This study will try to categorized respondents involved into two type of leadership that are Transformational and Transactional respectively. The Transformational and transactional leadership are the common styles in order to determine the style and character of manager to develop the motivation in their work and authority. This study will try to determine the type of leadership and then try to count out the level of motivation within those two particular styles. To this point, focus has been placed on the factors that influence managers to be either motivated or merely moved, satisfied or dissatisfied. However, the role of the leader played by each manager directly influences in what manner the managers will be motivated and find satisfaction

Keywords: Transformational, Transactional, Motivation, and Manager of UUM holding companies.

ABSTRACT

Tujuan dari studi ini yaitu untuk menyelidiki bagaimana pengaruh kepemimpinan transformational dan transactional yang mempengaruhi motivasi. Studi ini mencoba kepada responden yang digolongkan ke dalam dua jenis kepemimpinan yaitu Transformational dan Transactional. Kepemimpinan Transformational dan Transactional adalah untuk menentukan gaya dan karakter dari manajer untuk mengembangkan motivasi di dalam pekerjaan mereka. Studi ini mencoba untuk menentukan jenis dari dua kepemimpinan tersebut dan mencoba untuk mengecualikan tingkat motivasi di dalam dua gaya yang tersebut. Studi ini memfokuskan kepada faktor-faktor yang mempengaruhi manajer untuk termotivasi dalam mengerjakan pekerjaan mereka. Bagaimanapun, peran dari pemimpin masing-masing manajer secara langsung berpengaruh dengan motivasi dan akan menemukan kepuasan.

Keywords: Transformational, Transactional, Motivasi, dan Manajer UUM holding companies.

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3.1 Research Framework

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LIST OF ABBREVIATIONS

IT	:	Information Technology
UPSB	:	Unit Property Sedirian Berhad
Uniutama	:	University Utara Malaysia.
UUM	:	University Utara Malaysia.

CHAPTER 1

INTRODUCTION

1.1 Background of the study

The new millennium is upon us. The definition of leadership is an ever-changing and evolving one. Leadership is not easily defined or understood. Leadership must be looked at as a process rather than a topic to be mastered. Issues that cut across language, social classes, and culture must be all taken into account. Broader definitions, followership, non-hierarchical leadership and responsibility to community are all imperative (Alimo-Metcalf, 1997).

Leadership can be taught and leadership can be learned. Gone are the days in which leadership was considered an inherent quality, one which could not be obtained. Leadership does not favor certain genders, cultures, classes, races, or environments. Willingness and dedication of the human spirit are where leadership is born and grows (Bass & Bass, 1985).

Leadership is being involved, open-minded to ideas, confident in oneself, and willing to put in the extra effort to a job done. Leadership is the ability to guide someone, to make a difference in others' lives; leadership is a gift, to be able to touch the lives of others. A leader is someone who invokes a desire, motivating and inspiring others (Yukl, 2001).

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