

**THE RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP STYLE
AND ORGANIZATIONAL EFFECTIVENESS IN UNITED NATIONS DEVELOPMENT
PROGRAMME / PROGRAMME OF ASSISTANCE TO THE PALESTINIAN PEOPLE
UNDP/PAPP.**

ABDALLATIF M. A. ABUOWDA

MASTER OF SCIENCE MANAGEMENT

UNIVERSITI UTARA MALAYSIA

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UNDP/PAPP.

A thesis submitted to the College of Business in partial
Fulfillment of the requirements for the degree of
Master of Science (Management)



KOLEJ PERNIAGAAN
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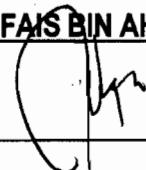
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ABSTRACT

Majority of the Palestinian organizations' leaders utilize the transactional leadership style, which led to very low rates of satisfaction, effectiveness, and efficiency(As-Sadeq & Khoury 2005). Based on this result of As-Sadeq and Khoury (2005) study the researchers suggested that the methods of leading those organizations need for rehabilitation, restructuring, and the Palestinian organizations leaders need to utilize more comprehensive model of leadership to develop and enhance the subordinates' quality and performance and thus the organizational effectiveness. So this study conducted to investigate the impact of utilizing the transformational leadership style in leading the Palestinian organizations in order to get them successfully to create positive desired outcome and organizational effectiveness. This study was designed to determine the relationship between the factors of transformational leadership which are idealized influence; inspirational motivation, intellectual stimulation, and individualized consideration and the organizational effectiveness measured by organizational commitment and job satisfaction among the employees at UNDP/PAPP. This Research was executed by a quantitative method. The participants in this study were the subordinates at UNDP/PAPP, 56 questionnaires were distributed to the respondents, and 52 questionnaires were returned. The data analyzed by SPSS version 14. Finally, the correlation analysis was used to measure the data for the variables are expressed. The result of this study showed that all the factors of transformational leadership which are idealized influence, inspirational motivation, intellectual stimulation, and individualized

consideration are positively and strongly correlated to both the organizational commitment and job satisfaction. These findings are consistent with many of the previous studies finding that transformational leadership related strongly and positively to organizational commitment and employees' satisfaction.

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Table of Contents

DECLARATION.....	i
PERMISSION TO USE.....	ii
ABSTRACT	iii
ACKNOWLEDGEMENT.....	v
Table of Contents	vi
LIST OF TABLES	x
Reliability Analysis	x
Descriptive Statistics of Variables	x
Interpreting the r-value for Intercorrelations.....	x
LIST OF FIGURES	xi
Chapter 1	1
Introduction.....	1
1.1 Overview	1
1.1.1 Background about the United Nations Development Programme/Programme of Assistance to the Palestinian People UNDP/PAPP. ..	4
1.2 Problem Statement.....	6
1.3 Research Objectives	7
1.4 Research Questions	8
1.5 Significance of the Study.....	10
1.6 Scope of the Study	11

1.7	Definition of Items.....	11
Chapter Two.....		13
Literature Review		13
2.1	Introduction	13
2.2	Organizational Effectiveness.....	14
	2.2.1 Organizational Commitment:	15
	2.2.2 Job Satisfaction:	18
2.3	Leadership Definition	19
	2.3.1 The Impact of Utilizing Good Leadership Style in the Organizations.	21
2.4	Transformational Leadership	26
	2.4.1 The Impact of utilizing Transformational Leadership on the Organizational Effectiveness.....	28
2.5	The Factors of Transformational Leadership	37
	2.5.1 Idealized Influence (Charisma):	39
	2.5.2 Inspirational motivation:.....	40
	2.5.3 Intellectual Stimulation.....	41
	2.5.4 Individualized Consideration.....	43
2.6	Research Hypotheses.....	45
Chapter Three		49
Research Methodology		49
3.1	Theoretical Framework	49
3.2	Research Design.....	50
3.3	Type of the Study	51

3.4	Population Sampling	52
3.5	Sample Size	53
3.6	Sources of Data	54
	3.6.1 Primary sources:	54
	3.6.2 Secondary Sources:	54
3.7	Instrumentation	54
3.8	Data Collection Method	61
3.9	Data Analysis Techniques.....	61
3.10	Reliability	62
3.11	Conclusion.....	62
Chapter Four		63
Findings.....		63
4.1	Introduction	63
4.2	Overview of Data Collected.....	63
4.3	Respondents' Profile.	64
4.4	RELIABILITY ANALYSIS	66
MAJOR FINDINGS		69
4.6	Pearson Correlation Coefficient	69
4.6	Multiple Regressions	75
4.7	Summary of Findings.....	80
4.8	Conclusion.....	81
Chapter Five.....		82
Discussion, Conclusion and Recommendations		82

5.1	Introduction	82
5.2	Discussion.....	84
5.3	Implications.....	89
5.4	Recommendation for future research	91
5.5	Conclusion.....	92
REFERENCES.....		94

LIST OF TABLES

1	Table 2.1	Transformational leadership behavior	34
2	Table 3.1	Number of staff are working at UNDP/PAPP.	53
3	Table 3.2	Total number of employees in UNDP/PAPP	53
4	Table 3.3	Likert scale with score from 1 to 5.	61
5	Table 4.1	Response Rate	64
6	Table 4.2	Respondents Profile	65
7	Table 4.3	Reliability Analysis	67
8	Table 4.4	Descriptive Statistics of Variables	68
9	Table 4.5	Interpreting the r-value for Intercorrelations	71
10	Table 4.6	Pearson correlations Result.	72
11	Table 4.7A	Model Summary	77
12	Table 4.7B	ANOVA (b)	77
13	Table 4.7C	Coefficients (a)	78
14	Table 4.8	Results of Regression Analysis between the dimensions of independent variable and the dependent variable.	79
15	Table 4.9	Summary of Findings	81

LIST OF FIGURES

No.		Item	Page
1	Figure 1	Additive effect of transformational leadership.	32
2	Figure 2	Proposed theoretical framework.	49

Chapter 1

Introduction

1.1 Overview

Besides affecting the company's organization and culture, there are other ways to enhance the organizations' performance. One way to encourage a team to work better together would be to engage them in a team building activity. This helps to build trust and a feeling of camaraderie. With this additional feeling of belonging, many teams can push through the storming phase of their development into the norming phase resulting in increased performance by all team members. And thus it is important to say that any organization, whether private or public, for-profit or not-for-profit is represented need to adequately leaders to get their goals done.

To be a successful organization, the organizations must have their own strategies especially for their leadership, which handles the company. A good leader can lead the organization to success while the bad leaders will lead to organization failure. Based on this understanding the organizations must have been focusing and improving their people to enable them in those organizations improving their performances to achieve the organizations' objectives.

The main issues and problems faced by the most of the organizations are due to important factor that relates with leadership skills and ability as well as attitude. As

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