PERSONAL VALUES AND LEADERSHIP STYLE ORIENTATION AMONG OWNERS AND MANAGERS OF SMEs IN KEDAH AND PENANG

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ABSTRAK

Nilai-nilai peribadi dan gaya kepimpinan telah banyak diberi perhatian di dalam sorotan/ literatur kajian. Namun begitu, tinjauan kajian lepas menunjukkan bahawa kajian berkaitan dangan perniagaan kecil dan sederhana (PKS) adalah terhad terutamanya berkenaan dalam aspek hubungan di antara nilai-nilai peribadi dengan gaya kepimpinan orientasi di kalangan pemilik/ pengurus PKS. Sehubungan dengan itu, kajian ini adalah bertujuan untuk mengenalpasti permasalahan tersebut. Dengan menggunakan kaedah soal-selidik berstruktur, data kajian ini telah diperolehi daripada 68 pemilik/ pengurus PKS. Secara keseluruhan, dapatan kajian menunjukkan bahawa terdapat hubungan di antara nilai-nilai peribadi dan gaya kepimpinan orientasi. Selain itu, terdapat juga perbezaan yang signifikan di antara jantina dan gaya kepimpinan orientasi.

ABSTRACT

Personal values and leadership styles have attracted much attention in the literature. Despite their importance, the review of the small business literature reveals limited studies have strived to investigate the relationship between personal values and leadership styles orientation among owners and managers of the SMEs. This study initiates an attempt to address this issue. In attempting to address this issue, this study examined the relationship between personal values and leadership styles orientation among owners and managers of the SMEs. By using mail questionnaires, the data for the study was collected from 68 SMEs. Finding of the study indicated that there is relationship between personal value and leadership style orientation. In addition, the results of the study also suggested significant difference between gender and leadership style orientation.

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CHAPTER 1

INTRODUCTION

1.1   Introduction

Small and medium-sized enterprises (SMEs) represent an important component of the business system in developed as well as developing countries across the world. Given their important role, SMEs have attracted much attention in the literature. However, in the case of Malaysia, although they play an important role in the development process of the national economy, research involving SMEs remained limited in scope and neglected.

The review of the small business literature indicates that despite the importance of personal values and leadership styles in managing successful SMEs, limited research have attempted to investigate personal values and leadership styles among owners and managers of SMEs in the local context. Given this, this study initiated an attempt to examine the relationship between personal values and leadership styles among small and medium-sized enterprises.

The literature review reveals personal values and leadership styles have been emphasized over the years. The review of past studies on personal values and leadership styles however indicated that previous research has primarily concentrated on large companies. Despite the importance of personal values and leadership styles to the performance both large and small enterprises, the review of the small business literature reveals research on personal values and leadership styles in the context of small business has not attracted much

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