THE INFLUENCE OF LEADERSHIP STYLES ON ORGANIZATIONAL COMMITMENT

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ABSTRACT

The objective of this study is to examine the influence of autocratic, transformational and servant leadership on organization commitment in XYZ Corporation. This study was conducted due to decreasing trend in organization commitment among the technological platform group of employees working in XYZ Corporation. A quantitative methodology was used and samples were taken from technological platform group of employees working in XYZ Corporation located in Penang. Data were collected from 101 employees by using simple random sampling. The data was analyzed using SPSS 12. The study indicates that there is a significant relationship between autocratic leadership and organization commitment. However, transformational leadership and servant leadership doesn't have a significant influence to organization commitment.

ABSTRAK

Objektif kajian ini ialah untuk mengkaji pengaruh kepimpinan kakitangan, autokratik dan transformasi pada komitmen organisasi dalam XYZ Corporation. Kajian ini dijalankan disebabkan penurunan aliran dalam komitmen organisasi antara pekerja-pekerja platform teknologi di XYZ Corporation. Kaedah kuantitatif telah digunakan dan soal selidik telah diedarkan kepada kumpulan pekerja-pekerja platform teknologi di XYZ Corporation, Pulau Pinang. Data dikutip dari 101 pekerja dengan menggunakan pensampelan rawak ringkas. Data telah dianalisis menggunakan SPSS 12. Kajian menunjukkan yang terdapat satu perhubungan yang signifikan antara kepimpinan autokratik dan komitmen organisasi. Bagaimanapun, kepimpinan transformasi dan kakitangan tidak mempunyai pengaruh penting untuk komitmen organisasi.

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CHAPTER 1

INTRODUCTION

1.0 INTRODUCTION

Organizational commitment is an important job outcome because of its demonstrated influence on positive work related attitudes and behaviors, for example high performance, organizational citizenship behavior and low turnovers. As employees take responsibility for what they do, they become committed to their acts and develop positive attitudes to justify behavior commitment (Gregerson & Black, 1992).

Prakash (2001) argues that strong relationship among leaders and subordinates will create committed workforce that will drive the organization towards success and will reduce the cost of training resulted from frequent turnovers. Prior research suggests that work experiences, personal and organizational factors serve as antecedents to organizational commitment (Allen & Meyer, 1990; Eby, Freeman, Rush, & Lance, 1999; Meyer & Allen, 1997). One such personal and organizational factor that is considered a key determinant of organizational commitment is leadership (Mowday, Porter & Steers, 1982). The study of leadership has been an important and central part of the literature on management and organization behavior for several decades. Indeed, "no other role in organizations has received more interest than that of the leader" (Schwandt & Marquardt, 2000).

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