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

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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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