THE INFLUENCE OF LEADERSHIP STYLE

ON LEARNING ORGANIZATION

AMONG NON-ACADEMIC STAFF

IN UiTM MELAKA

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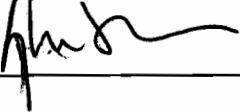
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ABSTRAK

Kajian ini mengkaji hubungan antara gaya kepimpinan dan organisasi pembelajaran. Di dalam kajian ini, pembolehubah bebas ialah 'organisasi pembelajaran' dan pembolehubah bersandar ialah 'gaya kepimpinan' dan populasi mengandungi kakitangan peringkat sokongan yang bukan staf akademik cawangan UiTM Melaka. Banyak kajian telah dibuat pada gaya kepimpinan dalam organisasi pembelajaran dalam organisasi yang berorientasikan perniagaan persekitaran dan kajian yang terhad dijalankan terhadap lapangan pendidikan. Instrumen tinjauan untuk pembelajaran organisasi adalah berdasarkan kepada soalan kaji selidik 'Dimensi Pembelajaran Organisasi' yang dibangunkan oleh Watkins dan Marsick (1993) dan instrumen tinjauan untuk gaya kepimpinan adalah berdasarkan kepada soalan kaji selidik Kepimpinan Multi Faktor yang dibangunkan oleh Bass dan Avolio (1996). Sejumlah 155 set kertas soalan kaji selidik telah diagihkan kepada kakitangan sokongan bukan staf akademik UiTM Melaka dan 100% kertas soalan kaji selidik telah dipulangkan dan siap sepenuhnya. Soal selidik telah diproses menggunakan Sains Statistical Package for Social (SPSS) versi 16.0 untuk Windows. Kajian mendapati kepemimpinan transformasi mempunyai hubungan yang tinggi di dalam memelihara organisasi pembelajaran di UiTM Melaka. Batasan kajian dan cadangan-cadangan untuk penyelidikan masa depan turut dibincangkan.

ABSTRACT

This study examined the relationship between the leadership style and learning organization. In this situation, the independent variable is the 'learning organization' and the dependent variable is the 'leadership style'. The study population consisted of the non academic staff of UiTM Melaka branch.

Many studies have been done on leadership style in learning organization in a business-oriented environment and only a limited amount of research was done in an educational field. The survey instrument for Learning Organization was based on Dimensions of Learning Organization Questionnaire developed by Watkins and Marsick (1993) and survey instrument for Leadership Style was based on Multifactor Leadership Questionnaires developed by Bass and Avolio (1996). A total of 155 sets of questionnaires were distributed to UiTM Melaka's non academic staff and 100% were returned and fully completed. The questionnaires were processed using the *Statistical Package for Social Science (SPSS)* version 16.0 for Windows. The study found that transformational leadership highly fostering the learning organization in UiTM Melaka. Study limitations and suggestions for future research were discussed.

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CHAPTER 1

INTRODUCTION

1.1 INTRODUCTION

This chapter outlines the background of the organization in which the research is carried out. It also introduces the 'learning organization' concept, the problem statement, the research questions, the objectives of the study, the significance of the study, limitations face and the organization of the chapters.

1.2 BACKGROUND OF THE STUDY

The conception of learning organization has always been in the spotlight for change process. It is an evolutionally new approach for fast-changing operational environment. In the response to the complex and technologically changing environment, organizations have become to look for the most effective solution to survive and this include UiTM. ITM Malacca (now known as UiTM Malacca) started operating on 12th of August 1984 where it operated temporarily at IKM building in Jalan Hang Tuah, Malacca. The total number of students at that moment was 158 with 32 non academic staff and five (5) lecturers. Four courses were introduced, namely the Diploma in Public Administration (DPA), Diploma

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