THE INFLUENCE OF LEADERSHIP STYLE
ON LEARNING ORGANIZATION
AMONG NON-ACADEMIC STAFF
IN UITM MELAKA

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ABSTRAK

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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REFERENCE


