

The Effect of Leadership Style on Organizational Commitment among Academic Staff in
Yemeni Universities

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The Effect of Leadership Style on Organizational Commitment among Academic Staff in
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By
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ABSTRACT

Previous studies have documented the importance of the leadership style on the organizational commitment. This study is investigated the effect of leadership style on the organization commitment and attempt to figure out the relationship between the constructs. However, this study was conducted in Yemen context specifically among public academic staff in Yemeni Universities. The aim of this study is to examine the effect of leadership styles (transformational & transactional) on organizational commitment (affective, continuous, and normative). A total 105 staff of public universities in Yemen were participated in this study in order to investigate the relationship between the dependent and independent variables of this study. The result of this study shows that there is a positive significant relationship between the transformational leadership to all dimension of organizational commitment. The result also find that transactional leaders are positive by significant relate to all dimension of organizational commitment.

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I would like to dedicate my work to the library of Muhammad Ali Othman School.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction

Leadership has generally been considered by various academicians and practitioners as the top most crucial topic in organizational behavior (Rahim, 1981). Its importance stems out from the fact that the organization's success hinges on the quality of the leaders managing them. These leaders hold the key role in decision making that lays down the company's goals and the processes by which these goals are achieved. The leader's actions are crucial in affecting the attitude, behavior and potential of the organization's employees (Williams, 1978). On the other hand, organizational commitment is one of the significant constant organizational problems faced by managers. Previous literature has highlighted the importance of preserving committed employees as an aspect of survival for organization (Messmer, 2000; Walker, 2001; Das, 2002).

In response to these prospective problems, many forward-thinking organizations are striving to create a positive organizational climate in order to keep those good employees through various human resource management initiatives (Chew and Chan, 2008). While a great deal of past research was done to investigate the link between leadership styles and organizational commitment, relatively little research has been

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