

**A STUDY ON INTERPERSONAL RELATIONSHIP BETWEEN
LEADERS AND EMPLOYEES WITH REFERENCE TO
COMMITMENT TOWARDS
KEDAH STATE DEVELOPMENT CORPORATION,
MALAYSIA.**

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Abstract

Employee commitment has emerged as one of the most important topics in the sphere of human resource management. It stands for the extent to which the employees are fully involved in his/her work and will act in a way that furthers their organization interests. The main objective of this study is to identify the interpersonal relationship between leadership style, of leadership personality and leaders' attitude with employees' commitment.

A total of 120 questionnaires were distributed to the respondents in Kedah State Development Corporation (KSDC) and 101 of them were returned for analysis. Data were collected and analyzed using the Statistic Package for Social Science (SPSS) version 16.0. The study indicates that there is a significant relationship between leaders' attitude and leadership personality. However, leadership style does not have a significant influence to organization commitment.

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CHAPTER ONE

INTRODUCTION

1.1 Introduction To The Study

A successful management can be relates to leadership styles which capable to lead an organization to achieve its goals. The management normally will be lead by calibre leaders who are capable to get attention by everybody in an organization. Leaders should be view in a bigger view and not only focusing on leaders' activities such as political leaders only.

Leaders are appointed by group, organization, association or any parties whether in a formal or non-formal situation. Leaders are capable to influence their followers to do something with dedication, sincerity and commitment and with highest satisfaction. They also have freedom to dedicate their views and opinion which includes creating strategies in long term decision making in an organization.

The influence of leadership style on job performance, satisfaction, stress, and turnover intention has been well established. While leadership style has an impact on organizations, departments, and teams, as well as work climate and atmosphere, leaders who want the best results should not rely on a single leadership style (Goleman 2000).

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