

**A STUDY ON EMPLOYEE'S PERCEPTION TOWARDS
WOMEN LEADERSHIP EFFECTIVENESS**

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**UNIVERSITY UTARA MALAYSIA
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**A STUDY ON EMPLOYEE'S PERCEPTION TOWARDS
WOMEN LEADERSHIP EFFECTIVENESS**

A project paper submitted to the College of Business
in partial fulfillment of the requirements for the degree
of Master of Human Resource Management
University Utara Malaysia

By:

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DECLARATION OF THESIS

I declare that this thesis has not been accepted for any degree and is not concurrently submitted in candidature of any other degree.

I hereby declare that any valuable contributions and all resources have been used as an acknowledgement to this thesis research.

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ABSTRACT

This study examined the employee's perception towards women leadership effectiveness. Data was gathered through distributed questionnaires answered by 60 respondents from SOCSO staffs in Penang branch. Data was analyzed using the Statistical Package for Social Sciences (SPSS v.16) where descriptive analysis was used to analyze the demographic variable. T-test and ANOVA analysis was used to find the difference of perception towards women leadership effectiveness. Besides that, Pearson Correlation analysis was used to analyze the relationship between women leader behavioral factors (communication skills, usage of power, decision making skills and personal character) and women leadership effectiveness. Findings of the study revealed that there is no difference between demography factors (gender, age, educational level and length of service) towards women leadership effectiveness. The findings also show that there is a significant relationship between women leaders behavioral and women leadership effectiveness.

ABSTRAK

Tujuan kajian ini adalah untuk mengkaji tahap persepsi pekerja terhadap keberkesanan kepimpinan wanita. Data kajian telah diperolehi melalui borang kaji selidik yang telah diisi oleh 60 orang pekerja PERKESO cawangan Pulau Pinang. Data yang diperolehi telah dianalisa menggunakan Pakej Statistik Sains Sosial (SPSS v 16) dimana analisis diskriptif telah digunakan untuk menganalisis maklumat peribadi responden. Analisis T-test dan ANOVA telah digunakan untuk menganalisis perbezaan tahap persepsi diantara factor demografi dan tahap keberkesanan kepimpinan wanita. Manakala analisis Korelasi Pearson digunakan untuk analisis tahap hubungan signifikan antara sifat pemimpin wanita dengan tahap keberkesanan kepimpinan wanita. Hasil kajian menunjukkan tiada perbezaan tahap persepsi faktor demografi (jantina, umur, tahap pendidikan dan pengalaman bekerja) terhadap tahap keberkesanan kepimpinan wanita. Selain itu, hasil kajian juga menunjukkan terdapat hubungan signifikan di antara sifat pemimpin wanita dengan tahap keberkesanan kepimpinan wanita.

DEDICATIONS

To my wonderful mother, Munuchy d/o Muniandy, my beloved future husband, Muneesvaran s/o Govindasamy and my other family member,

thank you for kind support and cooperation

to understood my commitment

and always be my source

of inspiration.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

The first twenty-first century brings new challenges to organizations functioning which requiring re-thinking by human resource specialists and organizations behavior theorists (Jogulu & Wood, 2008). Therefore one most significant change has been identified is diversification of the workplace. There are more women in management and senior leadership role in organizations (Davidson & Burke, 2004; Eagly & Carli, 2003; Kanter, 1997) than previously.

According to Jogulu & Wood (2008) many women in management careers are equally or better qualified in term of educational attainments than their male colleagues. Manjulika, Ashok & Rajindar (1998) found that Malaysian presents different attitudes towards women managers because it is a society undergoing rapid changes from its strong traditional religious and cultural norms to modern values about women.

In world scenarios in 2007 there are 1.9 billion male staffs active in the economic compared to 1.3 billion of women staffs (Department of Statistics, Malaysia 2007). Population in Malaysia has increased from 26.5

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