

**THE EFFECTS OF LEADERSHIP STYLES ON JOB PERFORMANCE: A CASE  
STUDY IN THE MINISTRY OF TELECOMMUNICATIONS IN YEMEN**

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**UNIVERSITI UTARA MALAYSIA  
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**THE EFFECTS OF LEADERSHIP STYLES ON JOB PERFORMANCE: A CASE  
STUDY IN THE MINISTRY OF TELECOMMUNICATIONS IN YEMEN**

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By

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## **ABSTRACT**

The main purpose of this study is to examine the relationships between transformational and transactional leadership with job performance that consists of the employees in the Ministry of Telecommunications in Yemen. This paper discusses the effect of leadership types on consists. In other words, the study attempts to investigate whether there is a significant relationship between leadership style and job performance in selected Ministry of Telecommunications in Yemen. The number of respondents is 120 managers of employees in the Ministry of Telecommunications in Yemen using a structured questionnaire. The data was analyzed using SPSS 19.0. Three main hypotheses were tested using Pearson product- moment correlation coefficient. Their perspectives were translated into reports based on transformational and transactional leadership. Based on regression analysis, there are all independents variable, transformational and Transactional leadership that affecting the Ministry of Telecommunications performance in Yemen.

**Keywords:** Leadership Styles, Transformational, Transactional, Job Performance

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## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 Introduction**

In this age of rapidly changing business environment, leadership is more important than ever. The present organizational focus on revitalizing and transforming organizations to meet competitive challenges ahead which has been accompanied by increasing interest among researchers in studying transformational and transactional leadership. Such leadership behaviors are necessary for quickly identifying new market opportunities and for developing appropriate competencies within organizations. Over the last two decades, considerable literature has accumulated on transformational leadership and transactional leadership (Bass, 1998). There exists a relationship between transformational leadership behaviors and various outcomes measured at the individual and organizational level (Krishnan , 2005). Drawing on Burns' theoretical ideas, Bass (1985) developed a model of transformational leadership which conceptualized transactional and transformational forms as separate but interdependent dimensions. Based on his empirical work, mostly in

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