

**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
2012**

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

**A Thesis Submitted to College of Business in Partial
Fulfillment of the Requirement for the Degree Master
Science of Management
Universiti Utara Malaysia**

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

ACKNOWLEDGEMENT

First of all, my praise to Allah S.W.T whose blessing and guidance have helped me to complete my dissertation. Peace be upon our Prophet Mohamnad S.A.W. who has given light to mankind. I hereby want to thank my supervisor. Dr. Fais Bin Ahmad, for his invaluable advice, constant guidance, great patience, understanding, insight, knowledge, attention, kindness and encouragement throughout my study in Universiti Utara Malaysia.

My highest and most sincere appreciation goes to my beloved father for providing, supporting, and advising me with great patience and attention in everything that I had done to complete not only this thesis but also my master program. Without this kind gesture probably I would not have been satisfied with myself as I am now. I will always be very grateful to my brother, Wail Alhusaini, who have always encouraged and guided me to be independent and reached the highest peak of my aspirations. I would like to express my high appreciation to my friends who help me in every step in my thesis.

Finally, I wish to take this opportunity to express my deepest thanks to my family for the love and never-ending support they have extended me in every step in my life.

Salma Al-husiani
Dec 2012

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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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