COGNITIVE SCIENCES AND HUMAN DEVELOPMENT

Relationship between Selected Leadership Style and Employee Stress Level at Workplace

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ABSTRACT

There has been only limited research focused on the assumption of leader stress and affective well-being. Hence, this study aims to determine the relationship between leadership style and employee stress level at workplace. This study primarily took a quantitative approach for data collection and analysis. Questionnaires were distributed at three branches of banks located in Kuching, Sarawak and to their employees. The findings show that there is a relationship between autocratic leadership style and employee stress level at workplace. The strength of the relationship is weak due to $r = .461$, $p = .002$. The findings also show that democratic leadership and transformational leadership have no relationship with the employee stress level at workplace.

Keywords: leadership style; employee stress

INTRODUCTION

Previously, researchers primarily focused on the effects of stress on employees' performance, whereas the employee stress level and leadership style was often ignored. Choi (2007) highlighted that from earliest to current history, leadership has important role in developing groups, ethnicity, and countries; and Maqsood (2013) stated that leadership style is one of the factors that contributes to achieving organizational goals. Romanowska, Larsson, and Theorell (2013) have shown that leadership has an important role in the organization because it is carried with a duty to assume responsibility, while bad leadership may bring distress for every member who is affected by it. In order to ensure the organization runs smoothly and successfully, it requires the right leader and the right leadership style to face the unique challenges which lead to the organization success (Rao, 2013). Gurt, Schwennen, and Elke (2011) found that the