A STUDY ON EMPLOYEE’S PERCEPTION TOWARDS WOMEN LEADERSHIP EFFECTIVENESS

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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

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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First and last, thank God for whatever I achieved.

USHA DAVEI D/O KANAGOBAL
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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
The contents of the thesis is for internal user only
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