

**THE PERCEPTION OF GOVERNMENT
EMPLOYEES TOWARDS WOMEN
LEADERSHIP EFFECTIVENESS**

DYNA TANTIANA @ CYTHRA BTE JULKIPLI

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ABSTRACT

THE PERCEPTION OF GOVERNMENT EMPLOYEES TOWARDS WOMEN LEADERSHIP EFFECTIVENESS

This study aims to determine the women leadership roles that were perceived as effective amongst government employees at Kota Kinabalu. Nowadays, there are increasing numbers of women's participation in management. There are also many women that become a leader both in public and private sector. The objectives of this study were achieved by examining the relationship between leadership roles and leadership effectiveness. The data collected from 158 respondents were analyzed using multiple regression and t-test. Hierarchical regression analysis was used to examine the moderating effect of gender on leadership roles and leadership effectiveness. The analysis revealed that only Mentor-Facilitator roles produced an acceptable result in identifying the relationship between leadership roles and leadership effectiveness. Therefore, further research should be done in order to develop women leader to be more effective in management.