

Effects of leadership style on organizational climate at a selected government agency in Kota Kinabalu, Sabah

ABSTRACT

This case study has adopted qualitative research using ethnography method to investigate to what extent leadership styles influence the organizational climate at a selected government agency in Kota Kinabalu, Sabah. A total of 25 employees from 6 departments were interviewed to gather diverse real life experience which will be beneficial in understanding people and the systems to run a successful organization and develop employees' relationship. The different types of leadership styles, emotions, feelings, self-esteem and emotional management, employees' relationship and types of training in creating organizational climate will also be discussed. The result of the study is important for policy implementation, employees' career development and to analyze the status of the organization through theoretical knowledge and understanding. Without effective leadership and good governance at organizations, it is impossible to achieve and sustain effective administration, achieve goals, sustain quality and deliver first-rate services. In conclusion, the study would provide recommendations based on the findings.