

THE RELATIONSHIP BETWEEN LEADERSHIP AND
EMPLOYEES' INNOVATIVE BEHAVIOR: A STUDY OF
SMALL AND MEDIUM ENTERPRISES (SME) IN KOTA
KINABALU, SABAH.

MOHAMMAD SYAHRIZAL BIN HJ IZHAR



UMS

DISSERTATION SUBMITTED IN PARTIAL FULFILLMENT
FOR THE MASTER OF BUSINESS ADMINISTRATION
(MBA)

SCHOOL OF BUSINESS AND ECONOMY
UNIVERSITI MALAYSIA SABAH
2010

ABSTRACT

The main objective of this research is to identify the relationship between leadership and employees' innovative behavior. This quantitative research has been conducted in and around Kota Kinabalu. Respondents in this research are the owner of SMEs. There are 250 respondents who have participated in this research. In this research, there are four hypotheses have been tested to determine the relationship between leadership style and employees' innovative behavior. The hypotheses are explained in four dimensions - Idealized Influence, Inspirational Motivation, Intellectual Stimulation and Individualized Consideration. The results of regression analysis reveal that Individualized Consideration is significantly associated with employees' innovative behavior. The implications of the findings along with some potential practical applications are discussed.



UMS
UNIVERSITI MALAYSIA SABAH

ABSTRAK

Objektif utama kajian ini adalah untuk mengkaji hubungan di antara gaya kepimpinan ketua dan gelagat inovasi pekerja. Kajian kuantitatif ini telah dijalankan di sekitar Kota Kinabalu. Responden bagi kajian ini adalah terdiri daripada ketua yang memiliki syarikat kecil dan menjalankan perniagaan di sekitar Kota Kinabalu. Seramai 250 responden telah mengambil bahagian dalam kajian ini. Transformational Leadership telah dipetik untuk diapdatasikan di dalam teori rangka kerja. Sebanyak empat hipotesis telah dibina bagi mengkaji hubungan antara kepimpinan ketua dan gelagat inovasi pekerja iaitu "Idealized Influence", "Inspirational Motivation", "Intellectual Stimulation" dan "Individualized Consideration". Melalui keputusan yang diperolehi, hanya satu daripada empat dimensi ini yang mempunyai hubungan positif dengan gelagat pekerja iaitu "Individualized Consideration". Akhir sekali, implikasi daripada dapatan kajian ini serta cadangan untuk kajian akan datang telah dibincang di dalam kajian ini.



UMS
UNIVERSITI MALAYSIA SABAH