

**A STUDY OF THE RELATIONSHIP BETWEEN
LEADERSHIP STYLE AND EMPLOYEE TURNOVER
INTENTION IN SHANGHAI, CHINA**



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ABSTRACT

Leadership is the process of influencing others to facilitate the attainment of organizationally relevant goals. The general objective of this research is to determine the impact of transformational-transactional leadership style and leadership factors have any effect on employee turnover intention in Shanghai, China. The paper reviews the basic theory and former researches on to what extent these factors have effect on employee turnover intention. The sample of this study comprise of the staff, first line managers and middle managers in Shanghai. A sample of 230 participants was targeted; and 171 questionnaires, which were utilized as the main instrument in this study, were returned. Eight hypotheses were constructed and testing by SPSS program of multiple regressions. And it was found out that both transformation and transactional leadership style had a significant relationship with employee turnover intention. Leadership factor inspirational motivation had a negative impact on employee turnover intention, and factor passive manage-by-exception and laissez-faire had positive impact on employee turnover intention.



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ABSTRAK

KAJIAN HUBUNGAN DIANTARA CARA KEPIMPINAN DAN KEINGINAN PUSING GANTI PARA PEKERJA DI SHANGHAI CHINA.

Kepimpinan merupakan proses mempengaruhi orang lain untuk memudahkan pencapaian matlamat organisasi. Objektif umum kajian ini adalah untuk menentukan kesan cara kepimpinan transformasional-transaksional dan faktor kepimpinan mempunyai banyak kesan keatas keinginan pusing ganti para pekerja di Shanghai, China. Kajian ini meninjau semula teori asas dan pengkaji terdahulu tentang sejauhmanakah faktor-faktor ini memberi kesan terhadap keinginan pusing ganti para pekerja. Sampel kajian ini terdiri staf, pengurus atasan dan pengurus pertengahan di Shanghai. Sejumlah 230 peserta sasaran dan sebanyak 171 borang soal selidik dikembalikan dan yang digunakan sebagai instrument utama dalam kajian. Lapan hipotesis telah dibuat dan diuji menggunakan SPSS program regresi kepelbagaian. Kajian mendapati bahawa kedua-dua cara kepimpinan transformasi dan transaksional mempunyai hubungan yang penting dengan keinginan pusing ganti para pekerja. Faktor kepimpinan inspirasi motivasi mempunyai kesan yang negatif keatas keinginan pusing ganti para pekerja dan faktor pasif pengurusan-secara-luarbiasa istimewa dan laissez-faire mempunyai kesan positif keatas keinginan pusing ganti para pekerja.



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