

IMPACT OF LEADERSHIP STYLES ON
EMPLOYEES' TURNOVER INTENTIONS
WITH WORK STRESS AND JOB
DISSATISFACTION AS MODERATOR
AMONG BUILDING CONSTRUCTION
PROJECT IN SELANGOR.

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I/We* hereby declare that I/We* have checked this thesis/project* and in my/our* opinion, this thesis/project* is adequate in terms of scope and quality for the award of the degree of Master of Project Management.

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Thesis submitted in fulfillment of the requirements
for the award of the degree of
Master of Project Management

Faculty of Industrial Management
UNIVERSITI MALAYSIA PAHANG

FEBRUARY 2023

ACKNOWLEDGEMENTS

In the name of the Most Gracious, the Most Merciful and the Most Beneficent Allah S.W.T praise in only to Allah S.W.T for his bounty and blessing upon us. It is with the deepest sense of gratitude to Allah who has showers me the strength and ability to complete this study.

I would like to express my deep and sincere gratitude to my research supervisor, Dr Nurhaizan, Senior Lecturer of Faculty Industry Management in University Malaysia Pahang. Credit to her for providing me the chance to perform this study and supplying me with useful feedback in this thesis. She also has shown me the main methods to carry out the study and to explain the analysis work as clear as possible. It was a true pleasure and joy to work and learn under her leadership. I am deeply thankful for what she has given me to do. I would also like to thank her for her immense understanding, support, compassion, and throughout the discussions I had with her on research work and the planning of the thesis.

I would also want to send my thank you to Dr Nurul Ashykin, another Senior Lecturer of Faculty Industry Management in University Malaysia Pahang that were appointed by my supervisor as the expert for the validation in this research along with tips and suggestion on improvement.

Above all, I would like to say thank you to my parents for their devotion, unwavering support, care and hardships for granting me this kind of knowledge that I can use in my future life. I also appreciate my one and only sibling for her encouragement and precious prayers.

Adding to that, I would like to say thank you to my friends and research colleagues, Farahain, Fatihah, Yun Ee, Qusyairi, Akmal and Naim for their endless support and discussion that have strengthened the growth of this research. I am very truly grateful for their love, understanding, prayer and constant support for the completion of this research work. In addition, I would like to convey my special thanks to my respondents for taking their time to react to my survey questionnaire and for providing useful study results. Not to forget to my one of the big family, especially my uncle, Angah for providing me the sources of respondent. Ultimately, my gratitude goes to all the people who helped me in fulfilling the study work, either expressly or impliedly.

ABSTRAK

Gaya kepimpinan memberi impak yang berbeza kepada individu terutamanya pekerja. Kepuasan kerja dan tekanan adalah beberapa faktor yang menyumbang kepada niat pusing ganti yang drastik. Kejahilan tentang kesejahteraan pekerja di kalangan pemimpin dalam industri sering membawa kepada niat pusing ganti yang lebih tinggi, kegagalan dalam pengurusan organisasi dan ditambah pula dengan kesilapan dalam membuat generalisasi penyelidikan lepas tentang bagaimana gaya kepimpinan yang berbeza mempengaruhi niat pusing ganti dalam firma pembinaan. Tekanan kerja yang tinggi dan ketidakpuasan kerja boleh membawa kepada niat pusing ganti yang tinggi dalam industri pembinaan, niat pusing ganti yang tinggi boleh menyebabkan sedikit kerosakan organisasi dan akan meningkatkan kos yang perlu menampung kos yang berkaitan dengan merekrut dan menggantikan bakat yang hilang, pengesahan prestasi dan latihan bersama dengan kos langsung dan tidak langsung yang lain. Beberapa kajian mengkaji kesan gaya kepimpinan terhadap kecenderungan pekerja untuk meninggalkan pekerjaan mereka. Dalam erti kata lain, belum ada kajian yang mencukupi untuk mengesahkan hubungan antara mereka. Oleh itu, keperluan untuk penyiasatan lanjut mengenai sekuel kepimpinan yang berbeza mengenai niat pusing ganti di kalangan firma pembinaan. Laporan ini akan mengambil pendekatan penyelidikan kaedah campuran. Kajian kuantitatif kausal-perbandingan dengan tinjauan keratan rentas 125 soal selidik akan diberikan kepada responden daripada firma pembinaan G7 di Selangor. Perisian Smart-PLS-Sem akan digunakan dalam menganalisis data. Diikuti dengan sesi temu bual separa berstruktur dengan 3 responden terpilih untuk pemahaman yang lebih mendalam tentang kajian ini dan menambahkan lagi sokongan kepada data kuantitatif yang dikumpul. Pada penghujung analisis, laporan ini akan menjadi bukti perhubungan kerana akan terdapat hubungan signifikan yang positif antara kepimpinan dan niat pusing ganti dalam kalangan pekerja kerana tekanan kerja dan ketidakpuasan kerja bertindak sebagai moderator. Begitu juga, akan melayani perspektif pemimpin berkenaan dengan topik tersebut. Oleh itu, hasil yang diharapkan akan menambah penemuan bersama-sama dengan kajian lain terutamanya dalam firma pembinaan.

ABSTRACT

Leadership styles have a different impact on individuals, especially on employees. Job satisfaction and pressure were a few factors that contributed to drastic turnover intentions. The ignorance of employee's well-being among leaders within the industry often leads to higher turnover intentions, failure in organizational management and coupled with error in generalizing past researchers on how different leadership style influence turnover intentions within the construction firms. High job stress and job dissatisfaction may lead to high turnover intention in the construction industry, high turnover intention may cause few of organizational damage and will increase the cost which will need to cover the cost related to recruiting and replacing lost talent, performance verification and training along with other direct and indirect costs. Few studies examined the impact of leadership styles on employees' propensity to leave their jobs. In other words, there hasn't been enough study done to confirm the relationship between them. Hence, the needs for further investigation on the sequel of different leadership on turnover intention among construction firms. This report will take on an approach of mixed method research. A causal-comparative quantitative study with cross-sectional survey of 125 questionnaires will be administered to respondents from G7 construction firms within Selangor. The Smart-PLS-Sem software will be used in analyzing the data. Followed by semi-structured interview session with selected 3 respondents for a deeper understanding on this study and adds more support to the quantitative data gathered. At the end of the analysis, this report will serve as proof for the relationship as there will be a positive significant link between leadership and turnover intention among employees as job stress and job dissatisfaction act as moderators. Likewise, will serve the perspective of leaders in regard to the topic. Thus, the expected result will add findings along with other studies particularly in construction firms.

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