

Effect of Transformational and Transactional Leadership Style Towards Employee Commitment in the Organization

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Abstract

This concept paper focused on the critical discussion of the leadership style and employee commitment in the organization. Past researchers in leadership studies have observed a shift in the dimensions of new leadership behavior such as transformational and transactional styles. For the past few decades, leadership styles continue to be one of the most exciting issues for organizations. Many studies have attempted to explore its effect on work outcomes especially towards employees commitment. Leadership styles exhibited by the managers have often been known as the essence of leaders' behavior which is the main actor that forced behind this continuous recognition of employees' behavior in the management literatures. Hence, a better understanding of the dimension leadership style is needed to further understanding about leadership style and employee commitment framework. Thus, the goal of this paper are to (a) describe all the dimension of transformational and transactional leadership style; (b) describe the element of employee commitment; (c) explore the relationship between transformational and transactional (how each dimensional of transformational and transactional can effect towards employee commitment).

Keywords: Transformational and Transactional Leadership Style, Employee Commitment.

Introduction

Leadership is one of the important elements in an organization. It serves as a key driver of performance in the organization. Leadership is the most widely studied concept in social sciences (Greenberg & Baron, 2003). There are many opinions about the leadership. Researchers usually define leadership based on their individual perspective and the aspect of the phenomenon of most interests them. Differences between researcher in their conception of leadership lead to differences in the choice of phenomena to investigate and to differences in explain the result. Whenever feasible, leadership research should be designed to provide and contribute information relevant to the entire range of definitions.

Leadership style is a factor that construct composed of consideration and structure. An individual's leadership style is the mix of consideration and structure that is exhibited in the