Inspirational Motivation, Intellectual Stimulation, Idealized Influence and Individualized Consideration Relationships on Job Satisfaction among Uniform Body Organization

Muhamad Huzaifi Faiq Alias*, Suzilawati Kamarudin, Nurhana Mohamad Rafiuddin and Mohd Ridhuan Tee Abdullah
Faculty of Defense and Management Studies, National Defense University of Malaysia
Sungai Besi Camp, 57000 Kuala Lumpur Malaysia.

Abstract
This study attempts to investigate the relationships between four factors of transformational leadership and the job satisfaction at Kuala Lumpur Police Contingent. On the beginning of the study, transformational leadership is a popular topic among leadership scholars, but for research administrators, transformational leadership might seem like an enigmatic approach given its various contexts. Quantitative analyses were executed to establish the transformational leadership practices of head of departments and the relationship between transformational leadership and the job satisfaction of police staff. Research administrators might think the transformational approach is only for executives, or that they do not have enough staff to call themselves transformational leaders, or that organizational transformations belong at the level of chief executive or the board. Bass (1990) stressed that transformational leadership can be taught, learned, and practiced. The interest of this study to investigate any possible link between the transformational leadership style in all rank of police staff and job satisfaction at Kuala Lumpur Police Contingent. Questionnaires for transformational leadership are adopted from Multifactor Leadership Questionnaire, Bass and Avolio(1992). Whereas questionnaire for job satisfaction are taken from Job Satisfaction Leadership, by Diener and Biswas-Diener(2008). The total of 139 police staff in Kuala Lumpur Police Contingent randomly selected for participated in the study. This finding is expected to contribute to develop a long lasting satisfaction towards job and also the transformational leadership style can be implemented in daily routine of police staff.

Keywords: Religious orientation, value system, Malay owner/managers and business performance