ABSTRACT

This research attempts to identify the transformational leadership behavior which can stimulate the climate of organizational innovation in private sector in Malaysia. The relationship between transformational leadership and climate for organization innovation was investigated in a sample of 200 managers. A questionnaire was used to collect the data.

The result from the study has shown that transformational leadership behaviors (articulates vision, fosters acceptance of goals, provides intellectual stimulation, provides individual support, sets high performance expectations, provides appropriate role models) have significant positive relationship with the organization climate for innovation. The study also reveals that a competitive and performance oriented organizational culture has a partial mediating effect in the relationship between transformational leadership and climate for organization innovation. The implications of these results to the organizations are discussed in Chapter 6.
ACKNOWLEDGEMENTS

I have completed this thesis as a partial requirement for the completion of the Degree in Master of Business Administration with the support and assistance from my supervisor, family members and friends.

First and foremost, I would like to express my gratitude to my supervisor, Mr. Cyril for his professional guidance in academic writing and encouragements.

I would like to thank Professional James Sarros from University Monash, Australia for allowing me to use their questionnaire to duplicate the study in Malaysia context.

My sincere thanks to my friends who have helped to distribute the survey forms to meet the completion of data collection. Besides I would like to thanks my colleagues in University Malaya for their information sharing and supports.

Lastly special thanks to my family for their continuous supports and encouragements.