

P – 707 Authentic Leadership Among Academics And Administrative Staff In IIUM

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Leadership is critical to the success of all organizations, higher institutions are no exception. Contemporary leadership theories and practices describe authentic leadership (AL) in relation to self-awareness, relational transparency, internalized moral perspective, and balance processing of information. The study examines the convergent and discriminant validity of the four dimensions of authentic leadership in the academic administration. A total of 438 academic and administrative staffs at the International Islamic university Malaysia were asked to rate their authentic leadership behaviours. Findings from principal component analysis (PCA) revealed three dimensions (internalized moral perspective, self-awareness, and relational transparency) of authentic leadership instead of four dimensions proposed by Walumba, et al. (2008). The result also provides evidence that supports discriminant validity and none on convergent validity. Additionally, confirmatory factor analysis (CFA) was employed to test the dimensions. The results from the confirmatory analysis support the dimensions obtained from PCA. Consequently there are no differences in the rating of both the academic and administrative staffs, despite the gap in the contextual variables (e.g. gender, academic qualification, number of years employed and age).

P - 708 Factor Structure Of Islamic Techniques For Managing Occupational Stress Questionnaire (Itmoq)

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The school system is a green pasture for inexhaustible investigations for the purpose of enhancing academic achievement. This is particularly true, because factors and variables within the confines of educational activities appear also to be inexhaustible. One of such factor that attracted an investigation is 'occupational stress' as it affects school administrators and senior teachers. This study investigates the Islamic technique or methods use by administrators and senior teachers to manage stress at workplace. The aspects that were investigated include-- Solat, EEman, Remembrance, Imagination and meditation. Instrument used in this study consisted of (24 item) questionnaire developed by the researcher. A 5-point likert scale ranging from 1—'strongly disagree, 5—strongly agree' was used. Using a systematic sampling technique, a survey was conducted on 130 samples from the population of 200. The participants consisted of administrators and senior teachers from three International Islamic secondary schools in Klang Valley area Malaysia. principal component analysis (PCA) with varimax rotation yielded a 5-factor solution with satisfactory psychometric properties. The result also revealed that ITMOQ is multidimensional measure of Islamic ways to manage stress. It is therefore concluded that even-though, ITMOQ has a wider applicability, the scale may serve has a special relevance to stress management techniques, and may be of use in research and in stress management programmes.