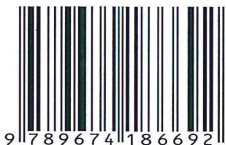


# LEADERSHIP STYLES AND JOB SATISFACTION

The issue of job satisfaction is not peculiar to Malaysia but throughout the world. Job satisfaction can curb the intention to resign among highly qualified academic staff which can affect the status of the nursing faculty and the learning environment. The nursing colleges under the Ministry of Health Malaysia (MOH) were not spared from this scenario. Therefore, the study was conducted to find out the main factors contributing to the above matter. As nursing education increases its complexity, good leadership and effective educators are vital for greater college performance and better student achievement. Studying effective leadership styles and applying them in the nursing faculty can be beneficial to job satisfaction which can aid in augmenting nursing education. This book seeks to ascertain the causal relationship between the Malaysian nursing academic leadership styles and the moderating effect of demographic factors on nurse educators' job satisfaction. This mixed method study using a cross sectional survey design and via focus group interview was conducted by obtaining data from nurse educators in the nursing colleges under MOH. The findings indicated that transformational leadership played a highly significant role and also a mediating role between transactional leadership style and nurse educators' job satisfaction. Job tenure of nurse educators is found to be significant and moderate the relationship between nursing academic leadership styles and nurse educators' job satisfaction.

**Moey Soo Foon** started off as a radiographer and served at Hospital Muar and Hospital Kuala Lumpur over a period of 19 years. Subsequently she continued her studies at the Curtin University of Technology, Australia in which she obtained her Degree in Medical Imaging and Postgraduate in Medical Imaging (Education). On her return to Malaysia she served at the College of Radiography, Hospital Sultanah Aminah, Johor Bahru for 11 years. During that time, she pursued her Masters in Medical Science (Medical Imaging) at the University of Malaya, Kuala Lumpur. She rose from rank and file from a tutor to the director of the college in which she was exposed to administering and managing the college. Before her transfer to the College of Allied Health Science, Sg. Buloh to assume the position of Head of Program, Radiography and Radiotherapy she was accepted the offer to pursue her PhD at the Universiti Teknologi Malaysia, Skudai. As a part time student, she continued her work mainly in administering and managing the college. In totality, the author experiences in administering and managing a college spanned a period of over 15 years. After her retirement from the civil service and obtained her PhD, she continued her career in teaching in the field of Medical Imaging with IIUM, Kuantan Campus. At the point of submission of the Research Book, she has been with IIUM for over 2 years and has been actively engaged in research, publication and presenter for a number of conferences not only in the field of Medical Imaging but also in Social Sciences and Education.

ISBN 978-967-418-669-2



9 789674 186692

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