

Leadership Styles and Job Performance Effectiveness of Autonomous Professionals Operating Line in Private Universities

Ariya Phuvakeereevivat
Faculty of Business Administration,
Department of General Management,
Bangkokthonburi University, Thailand
fa2121mydaring@hotmail.com

Abstract - The research aimed to study the Work independence of professional staff, case studies and work efficiency case studies Private University and Leader's support Change and exchange leaders and work efficiency of work Is independent of professional operating staff, case studies of private universities. The results show that this study investigated the relationship between job autonomy of Operating Line and their job performance, and the relationship between the support of the transactional leadership and transformational leadership to job performance effectiveness of autonomous Operators Line. The data were collected from Operators Line in tire private universities. Sample size consisted of 152 persons in Operators Line in tire private universities, middle level and importer companies. The study found that job autonomy of Operating Line representatives positively affected job performance. Transactional and transformational leadership styles affected job performance of Operators Line significantly at the level of 0.01.

Keywords - Job Autonomy, Transactional Leadership, Transformational Leadership, Job Performance

I. INTRODUCTION

The current economic situation, investment, knowledge, skills, understanding, exchange which is rewarding, reward and the private

sector are likely to recover from the previous year from the strength. Supporting the government investment projects, however, the slow recovery of the global economy as well as the structural problems of the Thai export sector have resulted in a decrease in the volume of exports of goods and services. Lower than expected (Office of Finance and Finance, Ministry of Finance, 2015) Organization that can sustain sustainable competitiveness must adjust the system and new work processes in the trade sector and services in the organization's operations to be effective, it consists of working together in many parties. The sales department by the professional line staff has an important part in Work to succeed effectively and achieve the organization's goals and also represent the organization that will create efficiency in creating opportunities for communication, service and information gathering (Kotler, Armstrong, Brown, and Adam, 2006).

II. METHODS

152 supporting Operators Line is Questionnaire by collecting data from professional staff, case studies, private universities, with a population of 250 people, sample size, sample number 152 according to Krejcie and Morgan guidelines by means and using questionnaires as tools Statistics used in data analysis include mean (MEAN), standard deviation (SD) and correlation between variables (Pearson's Correlation Coefficients). Analytical analysis Multiple regression that the researcher has prepared.

III. RESULTS

**TABLE I
PEARSON'S CORRELATION COEFFICIENTS**

Variable	Independent of Works	Transactional Leadership	Transformational Leadership	Performance Effectiveness	(VIF)
MEAN	3.6342	3.6776	3.7582	3.7385	
SD	0.80422	0.86202	0.89675	.80732	
Independent		.595**	.563**	.752**	1.597
transactional leadership	.595**		.806**	.622**	3.109
transformational leadership	.563**	.806**		.607**	2.938
performance effectiveness	.752**	.622**	.607**		2.831

1) The table shows the overall performance of the occupants. When considering each aspect, it was found that the analysis of Correlation Coefficients to examine the relationship between the independent variables in the work and the variables with exchange leadership To the leader of the change, which the correlation coefficient between the independent variables Shows that various independent variables are related (Cooper,

Schindler, and Sun, 2006).

In addition, the researchers considered together with the VIF value to test Multi Collinearity. It was found that the VIF values of independent variables were between 1.597 - 2.938, which is less than 10. Therefore, independent variables are not related (Lee, Lee, and Lee, 2000).

**TABLE II
DESCRIPTIVE STATISTICS FOR MULTIPLE REGRESSION ANALYSIS**

Independent Variables	Variable Performance			
Constant independent of works	0.996	0.987	3.771	3.795
β	0.755***		0.565***	0.551***
Std. Error	0.054		0.066	0.064
Plan				
β		0.151**		
Std. Error		0.074		
Decision making Self-employed				
β		0.173**		
Std. Error		0.073		
Work scheduling				
β		0.227***		
Std. Error		0.07		
Operations to complete the task				
β		0.164**		
Std. Error		0.072		
Exchange leadership				
β			0.234***	
Std. Error			0.061	
Exchange leadership x Work independence				
β			-0.079*	
Std. Error			.053	
Change leadership				
β				0.213***
Std. Error				0.056
Transformational leadership x Work independence				
β				-0.141*
Std. Error				0.056

*** Significantly at the level of .000

** Significant at the level of .01

* Significant at the level of .05.

2) The table shows the overall performance of the occupants. When considering each aspect, Independence The work has a positive influence on the overall and individual work efficiency significantly. Exchange leadership has a positive influence on work efficiency .Significance by interaction (Interaction) between exchange leadership and job freedom also has significant influence on work efficiency. In addition, transformational leadership has a positive influence with work there.

IV. DISCUSSION

The results discovered in this study:

1) Should study the influence of the support of the organization that affects work efficiency. Of independent work of sales staff to know about the expansion of work efficiency.

2) Should study the influence of support of the leaders of the exchange model leaders who affect the work satisfaction of the independent work of the salesperson to know the factors that result in satisfaction.

3) For data integrity, the researcher may add other variables that may be relevant or increase the population size. Sample to cover and more diverse.

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(Arranged in the order of citation in the same fashion as the case of Footnotes.)

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