

**INFLUENCE OF LEADERSHIP STYLES ON THE MOTIVATION  
OF MILLENNIAL EMPLOYEES IN SELECTED BUSINESS  
PROCESS OUTSOURCING COMPANIES IN CAVITE**

**THESIS**

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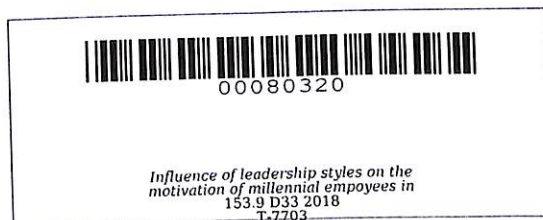
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IN CAVITE**

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## ABSTRACT

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The study was conducted to determine the influence of leadership styles on the motivation of millennial employees in selected business process outsourcing companies in Cavite. Specifically, it aimed to: (a) describe the socio-demographic profile of the participants in terms of sex, age, education, position in the company and their nature of employment; (b) describe the leadership style that influence the motivation of the millennial employees as to: transformational leadership style, transactional leadership style and laissez-faire leadership style; (c) determine if the intrinsic and extrinsic motivational factors influence the motivation of millennial employees in the workplace; (d) identify the relationship between leadership styles and work motivational factors of millennial employees; and (e) determine whether there is significant difference on the motivation of millennial employees according to their demographic profile.

Descriptive and correlational designs were used in the study. It was conducted and administered in selected business processing outsourcing companies in Cavite from February to May 2018. Data were collected through questionnaires distributed to millennial employees of selected business process outsourcing companies in Cavite.

In determining the leadership styles, statistical tools such as frequency, percentage, mean were used. Spearman Rank Correlation Coefficient to measure the rank

of correlation between the rankings of two variables. It assesses how well the relationship between two variables can be described using a monotonic function. Kruskal Wallis or One-Way ANOVA for testing whether samples originate from the same distribution. It is used for comparing two or more independent samples of equal or different sample sizes and Mann-Whitney to test the null hypotheses that it is equally likely that a randomly selected value from one sample will be less than or greater than a randomly selected value from a second sample. Those are the statistical formulas used to determine the influence and relationship between leadership styles and motivation.

The result revealed that most of the millennial employees tend to be more motivated and participative if the leadership style in the workplace is transformational type of leadership because that kind of leadership has a positive relationship to intrinsic motivation and have a relationship to extrinsic motivation. Intrinsic and Extrinsic motivation have a significant relationship to the three kinds of leadership styles (transformational, transactional and laissez-faire) and have an influence to motivation of millennial employees.

Lastly, the researchers conclude that there was a significant relationship between leadership styles and work motivational factors that affect the motivation of millennial employees. Leadership Styles of their leaders influence the motivation and performance of millennial employees in the workplace as well as the intrinsic and extrinsic motivational factors.

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## **INTRODUCTION**

Every organization requires leadership. Leadership allows manager to affect the employee behavior in the organization. Thus, motivated employees are one of the most important outcomes of effective leadership of the leaders within the organization. According to Abbas and Asgar; 2010, successful managers are also successful leaders because they influence employees to help accomplish organizational goals. However, it is not enough to keep employees motivated but helping employees accomplish their own personal and career goals is an important part of their motivation. Leadership and motivation are interactive. Leadership effectiveness is critically contingent on, and often defined in terms of leaders' ability to motivate followers toward collective goals or a collective mission or vision (Shamir, Zakay, Breinin, & Popper, 1998). The more motivated the supporters, the more effective the leader; the more effective the leader, the more motivated the followers.