CHAPTER IV : DATA ANALYSIS

4.1 Introduction

This chapter describes the result of the study with an analysis of the findings. The quantitative survey that had been conducted was intended to prove whether the hypotheses constructed at the beginning of the research were reliable. To make a conclusion of the findings, results and analysis were described in this chapter along with the discussion on the findings of demographic information of the respondents, frequency and inferential statistic from the data. Concluding remarks of the chapter were also outlined.

This section discussed the significance of the research findings and their implications for practitioners, specifically the management of the Royal Malaysian Police (RMP). It suggested that the relationships identified in the study could help the RMP understand the reasons behind ethical or unethical behaviour among police officers. The section also emphasised the importance of providing training and motivational courses to enhance the integrity and values of the officers. By connecting the summary to this section, it highlighted the practical implications of the research and how it could contribute to improving integrity behaviour within the RMP (Alida, 2018).

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Additionally, the "Findings & Discussion" section (Chapter 4) provided an overview of the analysis and findings obtained from the survey questionnaires distributed to the respondents. It included tables presenting the demographic characteristics of the respondents, as well as the results of the reliability analysis and descriptive analysis. The summary could be included as a concise and clear explanation of the main findings and implications of the study.

4.2 Demographic Information

This section described the demographic data of the research. The demographic section consisted of gender, age group, religious information, race, rank, and length of the working period. There were 145 respondents who participated as Police Officers in Sentul in this study. There were 119 male, and 26 female individuals involved in this study. Table 4.1 presented the demographic information of the respondents in this study.

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Table 4.1: The Demographic Information

Items	Category	Total	Per cent (%)
Gender	Male	119	82.1
	Female	26	17.9
Age Group	20-25	14	9.7
	26-30	29	20
	31-35	45	31
	36-40	31	21.4
	40 and above	26	17.9
Religion	Islam	132	91
	Buddha	3	2.1
	Hindu	3	2.1
	Christian	6	4.1
	Others	1	.7
Race	Malay	121	83.4
	Chinese	5	3.4
	Indian	3	2.1
	Others	16	11
Rank	Konst-KPL	130	89.7
	SJN – Sub Insp	13	9
	Insp – ASP	2	1.4
Length of working period	1-5	41	28.3
	6-10	28	19.3
	11-15	36	24.8
	16-20	22	15.2
	20 and above	18	12.4

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Table 4.1 indicates the demographic profile of respondents who participated in the study. The respondents' total number was 150 respondents, with 119 male respondents, with 82.1 per cent and 26 female respondents, with 17.9 per cent. There were five age groups involved in this study. The highest number of age group participate in this study was the respondents with age group range from 31 years old to 35 years old with 31 per cent (n=45 respondents), followed with age group range from 36 years old to 40 years old with 21.4 per cent (n=31 respondents) and followed with age group from 26 years old to 30 years old with 20 per cent (n=29 respondents). The next age group range from 40 years old and above with 17.9 per cent (n=26 respondents) and lastly followed age group range from 20 years old to 25 years old with 9.7 per cent (n=14 respondents).

This table also contains the religious information of each respondent. The table shows that the respondents who answered the questionnaire the most were Muslim respondents at 91 per cent, followed by Christianity at 4.1 per cent, Buddhism and Hinduism at 2.1 per cent, and other religions with the lowest per centage at 0.7 per cent.

This table also shows the racial information of each respondent. Malays were the highest respondents at 83.4 per cent the second was the Chinese at 3.5 per cent the third was other races at 11 per cent and the lowest was Indians at 2.1 per cent.

This table also has the rank information for each respondent. The Konst-KPL rank was the highest among respondents at 89.7 percent; the second was the rank of SJN-Sub Insp at 9 percent; and the lowest was the rank of Insp-ASP at 1.4 percent.

This table also contains information on the period of time the respondents have worked on the PDRM team. The length of service of 1 to 5 years is the most common

number of respondents serving in the PDRM at 28.3 per cent, the second is 11 to 15 years 24.8 per cent the third is 6 to 10 years 19.3 per cent and lastly, for a period of 20 years and below, 12.4 per cent.

4.3 Descriptive Data

This section discussed the findings, and the results obtained in this study that was aimed to address the research questions for this study.

4.3.1 Research Question One: What is the Leadership Behaviour Anticipated by Police Officer at IPD Sentul?

The first research question of this study aimed to investigate the leadership behaviour anticipated by police officers in IPD Sentul. This study measured aspects of leadership behaviour, which included directive leadership behaviour, supportive leadership behaviour, participative leadership behaviour, and achievement leadership behaviour among police officers at the Sentul District Police Headquarters (IPD Sentul). Based on the statistical analysis carried out, the results were shown in Table 4.2 below.

Table 4. 2: The Leadership Behaviour Anticipated by Police Officer at IPD Sentul

Leadership Behaviour	Mean*	Std. Deviation
Supportive Leadership	33.8	5.34
Participative Leadership	29.7	4.04
Directive Leadership	26.7	3.67
Achievement Leadership	12.5	1.97

The overall mean value was arranged from the highest value to the lowest value. The analysis found that for 'supportive leadership,' the highest mean value in terms of leadership behaviour was 33.8, with a standard deviation of 5.34 and 31%.

This was followed by 'participative behaviour,' which recorded the second highest mean value of 29.7 and a standard deviation of 4.04 and 32.4%. Meanwhile, the third highest mean value was 26.7, with a standard deviation of 3.67 and 20%, which corresponded to 'directive leadership.' The fourth highest mean value was for 'achievement leadership,' with a mean of 12.5, a standard deviation of 1.97, and 39.3%.

4.3.2 Research Question Two: What is the Level of Work Commitment Anticipated by Police Officers at IPD Sentul?

The second research question of this study aimed to investigate the level of work commitment anticipated by police officers at IPD Sentul. This study measured aspects of work commitment among police officers at IPD Sentul, which included affective commitment, normative commitment, and continuance commitment. The overall mean value was arranged from the highest value to the lowest value. Based on the statistical analysis carried out, the results were shown in Table 4.3 below.

Table 4.3: The Level of Work Commitment Anticipated by Police Officer at IPD Sentul

Work Commitment	Mean*	Std. Deviation
Affective commitment	32.7	6.01
Normative commitment	20.6	3.32
Continuance commitment	18.4	4.33

The highest mean value in terms of 'affective commitment' was 32.7, with a standard deviation of 6.01. This was followed by 'normative commitment,' which recorded the second highest mean value of 20.6 and a standard deviation of 3.32. Meanwhile, the third highest mean value was 18.4, with a standard deviation of 4.33, which corresponded to 'continuance commitment.'

4.3.3 Research Question Three: What is the Relationship Between Leadership Behaviour and Anticipated Work Commitment by police officers at IPD Sentul?

The third research question of this study was to investigate the relationship between leadership behaviour and anticipated work commitment by police officers in IPD Sentul. This research used multiple regression analysis. According to Table 4.4, the correlation coefficient was 0.677. The R-square value was 0.459, while the adjusted R-square value was 0.443. The standard error was 9.22298, and the R-square change was 0.459, which was statistically significant ($p < 0.001$).

Table 4.4: Summary of Multiple Regression Model Results

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics
					Sig. F Change
1	.677[a]	.459	.443	9.22298	.000

a. Predictors: (Constant), Leadership Behaviour (, DL, SL, PL, AL)

Based on the provided multiple regression analysis and the stated hypotheses to evaluate the support for each hypothesis. The findings are revealed as shown in Table 4.5

Hypothesis 1 (H_1)

The overall model is statistically significant ($p < 0.001$) and the R-squared value of 0.459.

Hypothesis 2 (H_2)

The unstandardized coefficient for direction leadership (LD), which represents direction-oriented leadership behaviour, is 0.373 with a p-value of 0.201. The p-value >0.05.

Hypothesis 3 (H_3)

The unstandardized coefficient for supportive leadership, which represents support-oriented leadership behaviour, is 1.085 with a p-value of 0.007. The p-value < 0.05.

Hypothesis 4 (H_4)

The unstandardized coefficient for participative leadership (PL), which represents participatory-oriented leadership behaviour, is 0.558 with a p-value of 0.362. The p-value > 0.05.

Hypothesis 5 (H_5)

The unstandardized coefficient for achievement leadership (AL), which represents achievement-oriented leadership behaviour, is -0.291 with a p-value of 0.720. The p-value > 0.05.

Table 4.5 summarised the regression coefficients for leadership behaviours and work commitment.

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Table 4.5: Regression Coefficients for Leadership Behaviours and Work Commitment

Coefficients[a]

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	95.0% Confidence Interval for B	
		B	Std. Error	Beta			Lower Bound	Upper Bound
1	(Constant)	12.165	6.335		1.920	.057	-.358	24.689
	DL	.373	.290	.111	1.286	.201	-.201	.947
	SL	1.085	.395	.469	2.750	.007	.305	1.866
	PL	.558	.611	.183	.914	.362	-.650	1.767
	AL	-.291	.811	-.047	-.359	.720	-1.894	1.311

a. Dependent Variable: Work Commitment

4.3.4 Research Question Four: How Strong is the Relationship Between Leadership Behaviour and Anticipated Work Commitment Among Police Officers at IPD Sentul?

The fourth research question of this study aimed to discover the strength of relationship between leadership behaviour and anticipated work commitment by police officers at IPD Sentul. Based on Table 4.6, the Pearson correlation test between leadership behaviour and work commitment was significant, with the total number of sig. (2-tailed) p-value being .000.

Table 4.6: The Strength of the Relationship Between Leadership Behaviour and Anticipated Work Commitment of Police Officers at IPD Sentul

	Correlation	
LB - WC	Pearson Correlation (r-value)	.665**
	Sig. (2-tailed) (p-value)	.000
	N	145

Correlation is significant at the 0.01 level (2-tailed) **

According to Pearson correlation analysis with an $p < 0.01$, the strength of the correlation is high. In this table, the r-value was .665, which is $p < 0.01$, and this showed a high correlation and strong relationship between leadership behaviour and work commitment.

4.4 Conclusion

The analysis conducted in this study provided valuable insights into the relationships between leadership behaviours and work commitments. The overall model was statistically significant, indicating that the leadership behaviour variables collectively had a meaningful association with work commitments.

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