EFFECTS OF TRANSFORMATIONAL LEADERSHIP OF HEAD COACH AND LEADERSHIP SUBSTITUTE VARIABLES ON ASSISTANT COACH JOB SATISFACTION IN THAILAND

DUANGKRAI TAWEESUK

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DUANGKRAI TAWEESUK

DOCTOR OF PHILOSOPHY
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By

DUANGKRAI TAWEESUK

Thesis submitted to the School of Graduate Studies, Universiti Putra Malaysia, In partial Fulfillment of the Requirement for the Degree of Doctor of Philosophy

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Abstract of thesis presented to the Senate of Universiti Putra Malaysia in partial fulfillment of the requirement for the degree of Doctor of Philosophy

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March 2011

Chairman: Associate Professor Aminuddin bin Yusof, PhD

Faculty: Educational Studies

The purpose of this research was to determine the influence of transformational leadership behavior of head coaches and leadership substitute variables as determinants of assistant coaches’ job satisfaction in Thailand. Questionnaires were given to 250 Thai assistant coaches in 30 sports. The questionnaire consists of the Transformational Leadership Inventory (TLI) developed by Podsakoff, et al., (1990), Leadership Substitutes Questionnaire (LSQ) developed by Kerr and Jemier, (1978) and the Job Satisfaction Survey (JSS) developed by Spector (1994). Study showed that there was a significant relationship between assistant coaches' perception of their head coaches' transformational leadership behavior and assistant coaches’ job satisfaction.
There is no significant relationship between leadership substitute variables and job satisfaction of assistant coaches. The results also showed a positive relationship between Unambiguous Routine and Methodologically Invariant Tasks, Organizational Formalization, Advisory and Staff Functions, and Organizational Rewards not within the Leaders’ control and assistant coaches’ job satisfaction. There was a negative relationship between Ability Experience Training and Knowledge, Professional Orientation, Indifference toward Organizational Rewards, and Task Provided feedback Concerning Accomplishments and assistant coaches’ job satisfaction. Spatial distance between superior and subordinates was discovered to be leadership enhancers, while intrinsically satisfying tasks to be a neutralizer of transformational leadership behaviours in Thailand. It was concluded that transformational leadership behaviours of head coaches have a direct relationship with assistant coaches’ job satisfaction in the absence of a strong leadership enhancer or neutralizer. However, in the presence of leadership enhancer and neutralizer, it was concluded that transformational leadership behaviours of head coaches influenced assistant coaches’ job satisfaction indirectly, through the moderating effects of the enhancers and neutralizer.
Abstrak tesis yang dikemukakan kepada Senat Universiti Putra Malaysia sebagai memenuhi keperluan untuk ijazah Doktor Falsafah

KESAN KEPEMIMPINAN TRANSFORMASI KETUA JURULATIH DAN PEMBOLEHUBAH PENGGANTI KEPEMIMPINAN KE ATAS KEPUASAN KERJA PEMBANTU JURULATIH DI THAILAND

Oleh

DUANGKRAI TAWEESUK

Mac 2011

Pengerusi: Profesor Madya Aminuddin bin Yusof, PhD

Fakulti: Pengajian Pendidikan

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I certify that a Thesis Examination Committee has met on 17 March 2011 to conduct the final examination of Duangkrai Taweesuk on her thesis entitled “Effects of Transformational Leadership of Head Coach and Leadership Substitute Variables on Assistant Coach Job Satisfaction in Thailand” in accordance with the Universities and University Colleges Act 1971 and the Constitution of the Universiti Putra Malaysia [P. U. (A) 106] 15 March 1998. The Committee recommends that the student be awarded the Doctor of Philosophy.

Members of the Thesis Examination Committee were as follows:

**Foo Say Fooi, PhD**
Senior Lecturer
Faculty of Educational Studies
Universiti Putra Malaysia
(Chairman)

**Zaidatol Akmaliah Lope Pihie, PhD**
Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Internal Examiner)

**Mohd Sofian Omar Fauzee, PhD**
Associate Professor
Faculty of Educational Studies
Universiti Putra Malaysia
(Internal Examiner)

**Timothy D. Deschriver, PhD**
Associate Professor
Department of Health Nutrition and Exercise Sciences
University of Delaware
United State
(External Examiner)

---

**NORITAH OMAR, PhD**
Associate Professor and Deputy Dean
School of Graduate Studies
Universiti Putra Malaysia

Date: 26 July 2011
This thesis was submitted to the Senate of Universiti Putra Malaysia and has been accepted as partial fulfillment of the requirement for the degree of Doctor of Philosophy. The members of the Supervisory Committee were as follows:

**Aminuddin Bin Yusof, PhD**  
Associate Professor  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(Chairman)

**Bahaman Abu Saman, PhD**  
Associate Professor  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(Member)

**Soh Kim Geok, PhD**  
Associate Professor  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(Member)

**Ismi Arif Bin Ismail, PhD**  
Senior Lecturer  
Faculty of Educational Studies  
Universiti Putra Malaysia  
(Member)

**HASANAH MOHD GHAZALI, PhD**  
Professor and Dean  
School of Graduate Studies  
Universiti Putra Malaysia

Date:
DECLARATION

I declare that the thesis is my original work except for quotations and citations which have been duly acknowledged. I also declare that it has not been previously, and is not concurrently, submitted for any other degree at Universiti Putra Malaysia or at any other institution.

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DUANGKRAI TAWEESUK

Date: 17 March 2011
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