

**DEVELOPMENTAL LEADERSHIP BEHAVIOUR AND AFFECTIVE  
COMMITMENT: AN EXPLORATIVE STUDY**

**By**

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I, declare that **DEVELOPMENTAL LEADERSHIP BEHAVIOUR AND AFFECTIVE COMMITMENT: AN EXPLORATIVE STUDY** is my own work and that all the sources that I have used or quoted have been indicated and acknowledged by means of complete references.

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(MR I.G.KRIEL)

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DATE

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## **Abstract**

This mini thesis is aimed at establishing the relationship between developmental leadership and affective commitment as it presents itself across four levels of leadership within FNB Branch Banking.

The four leadership levels targeted for research are Area Managers, Branch Managers, Administration Managers and Co-ordinators.

The researcher used an Ex post facto research design in a natural field setting, formulating the research hypothesis that there is a statistically significant positive correlation between developmental leadership behaviours and affective commitment as reported by those whom directly reported to the four levels of leadership.

Using 919 responses, the results of the statistical analysis showed all four leadership levels having a strong positive correlation between developmental leadership behaviours and the affective commitment of direct reports at a 99% confidence level.

Finally the research also found that age has a statistically significant relationship with affective commitment and this should be examined in further research.

## **Key terms**

Affective commitment; Developmental leadership; Leadership commitment survey; Trait leadership theories; Behavioural leadership theories; Situational leadership theories; Relationship based leadership theories; Transformational leadership; Pearson product moment correlation; Hypothesis