

ABSTRACT

The study of “Subordinates’ Attitudes towards Management Attributes in an IT organization” is a case study to find which management attributes have the most influence on subordinates at XYZ Company. The attributes of management are leadership, manageability, ability to motivate subordinates, communication skills, and controlling and directing.

The population of the study was 94 IT staff who work for all affiliates of XYZ Company. A questionnaire was constructed to measure the five attributes; leadership, manageability, ability to motivate subordinates, communication skills, and controlling and directing. Frequency, percentage, standard deviation and mean were used to evaluate the results and to conclude the research. The study was conducted by mean and descriptive statistics to explain the results.

The results indicate that:

1. The subordinates ranked the leadership function as the most important attribute in the item of “Be self confident”. For all five management attributes, the level of agreement was classified with a “High” mean value and standard deviation.
2. Independent variables, gender, age, affiliates, length of service and income did not influence the result because the respondents agreed “High” for all the management attributes.

In conclusion, all management attributes in this study have an influence on subordinates’ attitudes toward work with XYZ Company.