

## ABSTRACT

This research study has been proceed based on the concern for high turn over rate of XYZ Co., Ltd. A part from that the researcher had studied more on leadership which was found from in-depth study of the relationship between leadership and employee engagement in the company.

The researcher had studied a lot of more to gain more knowledge and experience from others to adopt and adapt into this research and also to narrow the real gap that researcher and management team found in this organization.

In this study, the researcher has defined the process of doing the research in chapter three together with a conceptual framework. Chapter four, researcher had described the findings from the analysis after data collection had been done. The researcher used both qualitative and quantitative analysis for this study, the findings from both types of analysis had been included in chapter four .

In chapter five, the researcher had summarized the findings of employee engagement and leadership area. Recommendations to the management team of XYZ Co., Ltd. had been described in chapter five which includes of short term and long term solutions, also recommendation for future study had been written in this chapter too. Reflections from this research is in the last part chapter five.

At the end of this thesis as the researcher has appended the questionnaires and observation check list for reference, also the result of this study. For those who want to study more in this area, you can refer to the reference from bibliography at the end of this book for more detailed information.