

## ABSTRACT

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**Key Words:** LEADERSHIP CAPACITY, DECISION-MAKING STYLES, GANGBEI  
CONSTRUCTION PRIMARY SCHOOL

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**Thesis Title:** A STUDY OF THE RELATIONSHIP BETWEEN TEACHERS'  
LEADERSHIP CAPACITY AND THEIR DECISION-MAKING STYLES IN  
GANGBEI CONSTRUCTION PRIMARY SCHOOL, GUIGANG,  
GUANGXI PROVINCE, CHINA

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This research study was conducted with the purpose to determine the relationship between teachers' perception towards their leadership capacity and their decision-making styles at Gangbei Construction Primary School, a public school located in Gangbei district of Guigang city, Guangxi Province, China. The participants were 112 full-time teachers working in Gangbei Construction Primary School in the academic year 2021. The researcher used Descriptive Statistics and Pearson Product-Moment Correlation to analyze the collected data.

The results showed that the leadership capacity in Gangbei Construction Primary school teachers is considered to be necessary, and there is a connection between teachers' leadership and their decision-making style. With regard to the study's main purpose which was to examine the relationship between teachers' perception towards leadership capacity

and their decision-making styles, it was found that “teacher’s leadership capacity” and teachers’ decision-making styles” were significantly correlated,  $r = .84, p = < 0.01$ .

Teachers’ leadership capacity and decision-making styles are critical to student achievement and school success. Therefore, improving the efficiency of school management is recommended by the researcher that school administrators and teachers should innovate and cultivate leadership skills. The research deemed that teacher leadership and teacher decision-making styles are not mature enough, thus schools should cultivate teachers’ innovation ability as well as their leadership and decision-making style.

The researcher recommended school leaders and coordinators to further improve teachers’ leadership capacity in the areas of Reflection and Innovation and Shared - Governance. They were also recommended to improve teacher’s continuance commitment since it was found to be not as high as other components. Teachers were recommended to put their efforts on reflection and innovation process for more successes. The researcher found that teachers in this study showed different leadership styles and decision-making styles. Future researchers could also conduct similar studies in other organizations and countries to identify if there are other relationships between teacher leadership and school management.

**Field of Study: M.Ed. (Educational Administration)**      **Student’s Signature .....**

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