



Abstract

This study examines the important role of reverence on the enactment of leadership by Bruneians. Data collected from senior level and middle level organisational leaders show that Bruneians display higher levels of reverence for ‘father figures’ or leaders, enacting the fatherly leadership pathway. Bruneians also display a high level of reverence for parental power, the similarity to the King in the cultural ideal of a caring spiritual leader, and the distinct power distance. However, levels of overdependence for leaders depend on the attitudes and approaches that subordinates adopt in relation to their leaders. High levels of parental power, the idealisation of caring leaders, and the distinct leader-member exchange (LMX) are found to predict such reverence in Brunei society. The implications of these findings for interpersonal and cultural relations are discussed.

Speaker's Profile



Pg Dr Siti Rozaidah's current research interests are leadership, national culture and public sector management. Other areas of interest are in human resource development policies and employability. She graduated with her PhD in Management Learning and Leadership from the Lancaster University Management School (LUMS), United Kingdom in 2016, her Masters in Human Resource Development & Consulting from LUMS in 2007 and her Bachelor's Degree in Accounting and Financial Management from University of Sheffield in 2006. She joined the UBD School of Business and Economics as Lecturer in 2008. She welcomes research collaboration in the areas of leadership and cross-cultural management.