FACTORS CONTRIBUTING TO OFFICE POLITICS: A CASE STUDY IN RUBBER INDUSTRY SMALL HOLDERS AND DEVELOPMENT AUTHORITY (RISDA) AT MELAKA

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</table>

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# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>CONTENTS</th>
<th>PAGES</th>
</tr>
</thead>
<tbody>
<tr>
<td>Clearance for Submission of the Research by the Supervisor</td>
<td>i</td>
</tr>
<tr>
<td>Letters of Transmittal</td>
<td>ii</td>
</tr>
<tr>
<td>The Declaration</td>
<td>iii</td>
</tr>
<tr>
<td>Acknowledgement</td>
<td>iv</td>
</tr>
</tbody>
</table>

## CHAPTER 1 - INTRODUCTION

1.1 Introduction  
1.2 Problem Statement  
1.3 Research Questions  
1.4 Research Objectives  
1.5 Scope of the Study  
1.6 Significance of the Study  
1.7 Definition of terms/concepts
  1.7.1 Office Politics  
  1.7.2 Organization  
  1.7.3 Employees  
  1.7.4 Employers

## CHAPTER 2 - LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Literature Review  
2.2 Definition of Office Conflicts  
2.3 Factors of Office Politics
  2.3.1 Power  
  2.3.2 Conflict  
  2.3.3 Arrogance  
2.4 Conceptual Framework

## CHAPTER 3 - RESEARCH DESIGN AND METHODOLOGY

3.1 Research Design  
3.2 Data Collection
  3.2.1 Primary Data
    3.2.1.1 Survey Questionnaire  
  3.2.2 Secondary Data  
3.3 Sampling Technique  
3.4 Sample Size  
3.5 Data Analysis
  3.5.1 Reliability Test  
  3.5.2 Descriptive Statistics  
  3.5.3 Inferential Statistics
CHAPTER 4 – FINDINGS & ANALYSIS

4.1 Reliability Test 23
4.2 Profile of the Respondent 24
4.3 Factors Contribute to Office Politics 25
   4.3.1 Frequencies on Respondent’s Response on the Factors Contribute to Office Politics 26
4.4 Research Objective 1: To Identify the Relationship between Power And Factor That Contributes To Office Politics 27
   4.4.1 Frequencies of Respondents Response on the Relationship between Power and Factor That Contributes To Office Politics 27
   4.4.2 Correlation between Power and Factor that Contributing to Office Politics 30
4.5 Research Objective 2: To Investigate the Relationship Between Conflict and Factor That Contributes To Office Politics 31
   4.5.1 Frequencies of Respondents Response on the Relationship between Conflict and Factor That Contributes To Office Politics 31
   4.5.2 Correlation between Conflict and Factor That Contributes To Office Politics 34
4.6 Research Objective 3: To Examine the Relationship Between Arrogance and Factor That Contributes To Office Politics 35
   4.6.1 Frequencies of Respondents Response on the Relationship between Arrogance and Factor That Contributes To Office Politics. 35
   4.6.2 Correlation between Arrogance and Factor That Contributes To Office Politics 38

CHAPTER 5 – CONCLUSIONS AND SOLUTIONS

5.1 Conclusion of the Study 39
   5.1.1 Factors Contribute to the Office Politics 39
   5.1.2 Research Objective 1: To identify the relationship between power and factor that contributes to office politics 39
   5.1.3 Research Objective 2: To investigate the relationship between conflict and factor that contributes to office politics 40
   5.1.4 Research Objective 3: To examine the relationship between arrogance and factor that contributes to office politics 40
5.2 Solutions for Office Politics 41

References 43

Appendices
CLEARANCE FOR SUBMISSION OF THE RESEARCH BY THE SUPERVISOR

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I have reviewed the final and complete research report and approve the submission of this report for evaluation.

Remarks:

.............................

Puan Noorliana Bte Safian
CHAPTER 1

INTRODUCTION

This chapter will introduce the research, subject matter of the study followed by the problem statement, research questions, and research objectives, scope of the study and the significance of the study, the term and concept.

1.1 Introduction

Office politics can also be known as organizational politics. It can be defined as informal approaches to gain power and advantages through means other than merit or lock. This definition helps emphasize that political behavior is not a substitute for good job performance or talent (Andrew, 2009).

The negative viewpoint of the office politics can easily describe as a group of influence tactics or political tactics used to serve self-interest. The tactics can be in term of back stabbing rivals, bullying, discrimination, favoritism and gossiping. Nowadays, in the era of globalization and technology, there are many people are enforcing themselves to be in greater position, levels or been accepted by society in order to improve standard of living as well to have power of controlling and to be on top.

The factors that lead to the existence of office politics can be in term of need of power. It usually happens in the competitive work environment. It forces the political behavior when there is pressure to complete the high expectation of employers or organization and when a person feels their power or position are threaten by another person that performs well in the organization. Usually, the victims are employees in the organization. The victims may be