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Employees’ Participation and Commitment towards Trade Union Functions and Activities: A Case Study at Infineon Technology Sdn. Bhd. BatuBerendam Melaka

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

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Abstract

Nowadays, the existence of trade union in organization especially private organization is crucial in order to create balance harmonies relation between employee and employer. Trade union is functioning as association that protects the employee benefits and security. The decline in the participation towards trade union will give an effect towards the employer exploitation over the employee. The less amount of participation in the trade union make the trade union more weaken and powerless. This study was investigate the employee participation and commitment towards the trade union function and activities. In this research we are looking at the employee knowledge about trade union, the important of trade union in employee view and the factor that contribute towards the employee participation and commitment towards trade union function and activities. We are looking at employment environmental reason, employee personal interest, trade union role and achievement and employee awareness as independant variable and individual participation and commitment as dependant variable. We are conducting the research in the most active trade union in malacca which is infineon technology sdn bhd with the sample size of 200 members of trade union. The result show there is no significant different perception between all independant variable. It also show that the function of trade union as a representative is the most significant factor towards the members of trade union. This study will help the trade union of the organization to increase their members participation and commitment towards the function and activities.