RELATIONSHIP BETWEEN
RECOGNITION, TRAINING AND WORK-LIFE BALANCE
TO EMPLOYEE ENGAGEMENT IN
CTRM AEROSPACE COMPOSITE SDN BHD

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BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA

JANUARY 2018
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Submitted in Partial Fulfilment of the Requirement for the Bachelor of Business Administration with Honours (Human Resources)

FACULTY OF BUSINESS MANAGEMENT UNIVERSITY TECHNOLOGY MARA BANDARAYA MELAKA

JANUARY 2018
DECLARATION OF ORIGINAL WORK

BACHELOR OF BUSINESS ADMINISTRATION
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“DECLARATION OF ORIGINAL WORK”

(I, Mohd Aliff Asyraf Bin Mahazir, IC: 950814025725)

Hereby, declared that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.

- This project-paper is the result of my independent work and investigation, except where otherwise stated.

- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____________________              Date: ____________
LETTER OF SUBMISSION

January 2018

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA (UiTM)
Kampus Bandaraya Melaka
Off Jalan Hang Tuah
75300 Melaka.

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER
Attached is the project paper titles “relationship between recognition, training and work-life balance to employee engagement in CTRM Aerospace composite SDN BHD’ to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).
Thank you.

Sincerely,

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(Mohd Aliff Asyraf Bin Mahazir)
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Abstract

Employee engagement has emerged as a critical organizational issue since businesses are recovering from the trauma of the global recession. Employee engagement has been an area of interest among many researchers and it had received a greater recognition among consulting firms. Therefore, there is a need for academic research on the construct to ascertain the claims of the human resource consulting firms as well as to add to the existing knowledge of employee engagement in the literature.

This study was conducted on 174 employees at the CTRM Aerospace Composite SDN BHD with the purpose to identify the relationship between recognition, training and work-life balance towards employee engagement. This research was quantitative research which used the self-administered questionnaires as instruments to collect data.

The data collected were analysed by using Statistical Package for the Social Science (SPSS) Version 23 Software. Multiple Regression Analysis indicates that there was a significant relationship between recognition and training towards employee engagement. However, no significant relationship between work-life balance and employee engagement. Regression analysis also revealed that recognition the most influential factor towards employee engagement.

KEYWORDS: Recognition, Training, Work-life balance, Employee engagement