



**DETERMINANTS OF EMPLOYEE ENGAGEMENT AMONG EMPLOYEES
IN RUBBER INDUSTRY SMALLHOLDER DEVELOPMENT AUTHORITY
(RISDA) KUALA LUMPUR**

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FACULTY OF BUSINESS MANAGEMENT
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JANUARY 2018

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EMPLOYEES OF RUBBER INDUSTRY SMALLHOLDER DEVELOPMENT
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**Submitted in Partial Fulfilment of the Requirement for the Bachelor of Business
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FACULTY OF BUSINESS MANAGEMENT

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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Nurul Ain Binti Othman, (I/C Number: 920210-04-5226)

Hereby, declare 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:

Nurul Ain

**NURUL AIN BINTI OTHMAN
I/C NUMBER: 920210-04-5226
DATE: 9th January 2018**

LETTER OF SUBMISSION

9th January 2018

DR RACHEL SAMUEL
Project Paper Advisor
Faculty of Business Management
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75300, Melaka.

Dear Madam,

SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled “**THE DETERMINANTS OF EMPLOYEE ENGAGEMENT AMONG EMPLOYEES IN RISDA KUALA LUMPUR**”. I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all the guidance and supports you have generously rendered upon the completion of this thesis.

Yours sincerely

Nurul Aini

NURUL AIN BINTI OTHMAN

I/C NUMBER: 920210-04-5226

DATE: 9th January 2018

ABSTRACT

Employee engagement has been one of the crucial issues faced by the employer in the country. When there is high involvement of the employee in the organization, it will lead to produce an excellent performance in their job. Therefore, this study aims to investigate the determinants of engagement among employees in RISDA KL. This research was aimed to achieve the following objectives; examine the relationship between work environment and employee engagement in RISDA KL; identify how leadership roles give impact on employee engagement at RISDA; determine how team and co-worker can affect employee engagement in RISDA; and investigate whether training and development give impact on employee engagement in RISDA. The total population of the research is 738 employees of RISDA KL with sample size of 186 respondents. Convenience sampling has been used as sampling technique for this research. In addition, Likert scale was used to collect data from respondent. The questionnaire had Cronbach alpha of $\alpha = 0.904$ which above the instrument is reliable. Furthermore, the results shown that leadership role and training and development have a positive and significant relationship towards employee engagement. However, for working environment and team and co-worker relationship are not significant to the employee engagement. Therefore, the results will help the organization to increase the level of employee engagement in order to achieve the targets of the organization.