



**FACTORS INFLUENCING EMPLOYEES PARTICIPATION IN
INTERGENERATIONAL KNOWLEDGE TRANSFER WITHIN OIL AND GAS COMMUNITY**

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**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (INTERNATIONAL BUSINESS)
FACULTY OF BUSINESS AND MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

JULY 2018

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**Submitted in partial fulfillment of the requirement for the
Bachelor of Business Administration with Honours (International Business)**

FACULTY OF BUSINESS AND MANAGEMENT

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JULY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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“DECLARATION OF ORIGINAL WORK”**

I, Nur' Syamimi Asyhikin Binti Nazri, (I/C Number : 951023015322)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being currently 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

The Head of Program
Bachelor of Business Administration (Hons) International Business
Faculty of Business and Management
Universiti Teknologi MARA
Kampus Bandaraya Melaka
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75300 Melaka

Dear Sir,

SUBMISSION OF PROJECT PAPER

Referring to the above subject, I hereby submit the project paper titled “Factors Influencing Employees Participation in Intergenerational Knowledge Transfer” to fulfill the requirement needed by the Faculty of Business and Management, Universiti Teknologi MARA (UiTM).

Thank You,

Yours sincerely,

NUR'SYAMIMI ASYHIKIN BINTI NAZRI

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ABSTRACT

This study examines on the organizational factors influencing employees' participation in intergenerational knowledge transfer within oil and gas community in Malaysia. This study consists of one dependent variable which is Intergenerational Knowledge Transfer and three independent variables which are Perceived Intergenerational Supportive Climate, Perceived Top Management Support and Perceived Organizational Institution Support. The study also involves a problem of employees participation in intergenerational knowledge transfer. The global population is ageing and the shrinking pool of of skillful and experience workforce will become a problem to the organization to sustain the organization's knowledge asset. Hence, the three organizational factor were being tested whether it have significant effect with the employees participation in intergenerational knowledge transfer. The results were collected from 122 respondents through a questionnaire. A survey consisted of 30 questions that used Likert Scale questions to establishing measureable values from the respondent. The data analysis intends to determines whether there are significant effect between independent variables (Perceived Intergenerational Supportive Climate, Perceived Top Management Support, Perceived Organizational Institution Support) with dependent variable (Intergenerational Knowledge Transfer). The data was being analyzed using SPSS. Thus, this study has found that two independent variables which is Perceived Intergenerational Supportive Climate and Perceived Top Management Support has significant effect while one independent variable which is Perceived Organizational Institution Support has no insignificant effect with dependent variable (Intergenerational Knowledge Transfer).

Keyword: knowledge transfer, intergenerational knowledge transfer, organizational factors