

**WORKPLACE BUILT ENVIRONMENT: UNDERPINNING THE
INCENTIVE STRUCTURE FOR K-WORKERS IN THE PUBLIC
SECTOR**



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1. Letter of Report Submission

30 December 2011

Dr. Oskar Hasdinor Hassan
Head
Social Science & Management Research
Research Management Institute (RMI)
Universiti Teknologi MARA (UiTM)
40450 Shah Alam
Selangor

Dear Dr. Oskar

Report Submission: “Workplace Built Environment: Underpinning the incentive structure for k-workers in the public sector” (600-IRDC/SSP/ 5/3/1708), 2005

The above is referred.

Enclosed, please find the said report for your attention.

Thank you.

Sincerely,

Rugayah Hashim, PhD
Principal Investigator

5. Report

5.1 Proposed Executive Summary

The city of Putrajaya is referred to as an Intelligent Garden City. Putrajaya's built environment is a blend of Moorish architecture of government complexes, world-class retreat and hotel, fit for visiting dignitaries and harmonized by greenery, waterways and wetlands and supported by the information and communication technology (ICT) networks. As its name implies, this makes the public sector employees working at the Putrajaya Government complexes the most ICT packed assembly of public sector k-workers in the country. Built environment is believed to yield an impact upon human behaviour and activities. In organisational behaviour theory, environment is one of the forces, which is characterised by a complex organisational system with **people**, **structure** and **technology**, both external and internal to its framework (see Newstrom and Davis, 1997: 6-8; Handy, 1985; Morgan, 1986; Schermerhorn *et al*, 1994). The research is an exploratory study of the employees' navigating the complexity of change after being moved from Kuala Lumpur to the Putrajaya Government Complexes; at the same time adjusting with the new incentive structure of the Malaysian Remuneration Scheme (MRS). How could the incentive structure be improved to be on track with the built environment of the workplace at Putrajaya?

5.2 Enhanced Executive Summary

(Abstract of the research) – 1 page only

This study is about the psychological attachments of human being with the workplace. It seeks to determine the relevance of workplace environment to the workers as their tangible incentives. The super-ordinate goals, in which real stakeholders (workers and the society) win, would be achievable if they are not taken for granted, but recognized as sovereign people, living in sovereign state. Reinventing a governing concept to overlap existing workable culture without consideration of the psychological need of the stakeholders is a waste of resources. Today, the market forces, which aspires to enhance state-business collaboration has re-enforced an alarming growth of elitist individuals among the decision-makers. On top of the demand for efficiency, the k-workers have to grapple with a dangerous infiltration of monopolistic corporate bodies represented by the business élites masquerading as interest groups as well as the power élites propagating their own ideology. It would be an economic catastrophe if those running the government support these minorities.