" A STUDY ON THE FACTORS THAT LEAD TO WORK STRESS AMONG HR PRACTITIONERS IN MALAYSIA MARINE AND HEAVY ENGINEERING (MMHE), PASIR GUDANG "

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BACHELOR OF BUSINESS ADMINISTRATION

(HONS) HUMAN RESOURCE

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA CITY CAMPUS

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BACHELOR OF BUSINESS ADMINISTRATION (HONS) IN HUMAN RESOURCE

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA CITY CAMPUS

"DECLARATION OF ORIGINAL WORK"

We, NOOR HAIYU BINTI NASRI, (I/C NUMBER: 901006-01-6280) and
NURUL NADIAH BINTI MOHD NOR, (I/C NUMBER: 910317-01-5722).

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 results of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotations marks and sources of my information have been specifically acknowledged.

Signature: _____   Date:_____

Signature: _____   Date:_____

LETTER OF TRANSMITTAL

Date: July 5, 2013

Noor Haiyu Binti Nasri (2011208462)

Nurul Nadiah Binti Mohd Nor (2010457102)

Faculty of Business Administration

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July, 2013

The Project Advisor,

Puan Siti Hawa Binti Kasim,

Universiti Teknologi MARA, Melaka City Campus, Melaka

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project title **" A STUDY ON THE FACTORS THAT LEAD TO WORK STRESS AMONG HR PRACTITIONERS IN MALAYSIA MARINE AND HEAVY ENGINEERING (MMHE), PASIR GUDANG",** to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank you,

Yours sincerely,

NOOR HAIYU BINTI NASRI (2011208462)

NURUL NADIAH BINTI MOHD NOR (2010457102)

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ABSTRACT

Work stress is not a new issue. However, in recent years it has become more apparent. Nowadays, work stress also will be the main reasons why an employee leaves their company even though the company is a huge and have a good company's reputation. It also will affects employees mental and physical health as well as the organization performance. Besides that, there have been frequent complaints from employees of Malaysia Marine and Heavy Engineering (MMHE), Pasir Gudang that they have a very heavy workload. In this research study, only three influence factors that lead to work stress among the HR Practitioners in the company which are workload, role conflict and interpersonal relationship at work. Moreover, data is collected by distributing questionnaire to 40 respondents from HR Division by using probability sampling which is simple random sampling. Nevertheless, majority of the respondents age are between 25 to 35 years old with non-executive level of position.In this research, regression backward analysis method is used in order to identify which factor is most significant to work stress among HR Practitioners in Malaysia Marine and Heavy Engineering (MMHE), Pasir Gudang. This research study also said to be beneficial to the company as the employees are currently facing work stress. It will help the employees to manage their emotion from getting worse. Recommendations for future research are also been discussed.