



**RELATIONSHIP OF AGE DIVERSITY TOWARDS DECISION  
MAKING IN ORGANIZATION: CASE STUDY IN  
KOTA KINABALU**

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**JULY 2013**

## THE DECLARATION

### Declaration

We hereby declare that the work contained in this research report is original and our own except those duly identified and recognized. If we are later found to have committed plagiarism or acts of academic dishonestly, action can be taken in accordance with UiTM rules and academic regulations.

Signed.



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## **THE ABSTRACT**

### **Abstract**

Today's organization has presented largest diversity such as in term of age, gender and religion. In this study, we focus on how age diversity will affect the decision making in organization. In organization, it is difficult for the employer to recruit only certain age group only. Hence, in this study we want to determine the relationship of age diversity toward decision making at the workplace. A sample of 109 employees in Kota Kinabalu was been chosen to answer the questionnaire. In this study, it shows there is weak negative correlation between age diversity and decision making. Thus, it is means although there is age diversity in organization it does not affect the decision making.

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## **CHAPTER 1 : INTRODUCTION**

### **1.0 Introduction**

This chapter focuses the background of the study which is the effect of age diversity towards decision making in organization. So, in this research it will discuss how age diversity will influence the decision making. Section 1.1 discusses about the background of the study, section 1.2 will explain the problem statement, section 1.3 is about the research question, section 1.4 objectives, section 1.5 scope, section 1.6 significance of the study and section 1.7 is the definition of the term.

### **1.1 Background of the study**

Diversity can be defined as the condition of having or being composed of differing elements especially different types of people such as different in term of races or cultures in a group or organization (Merriam, 2012). In organization, diversity is a normal situation where the employees will have different in term of race, gender, age, physical abilities, religious beliefs, political beliefs or ideologies. In organization, diversity cannot be avoided because the employer cannot or difficult to find employees that have similar in term of age, gender, physical abilities, and religion. Diversity in the organization is good because every person have and different perspective and also have different ability. It means, respective and acceptance should be emphasized.

Early research, *Understanding and Managing Generational Differences in the Workplace*, found that employers must identify the difference characteristic of each generation at workplace (Camille & Solomon 2009). Besides that, employers must create work environments that help productivity of each generation. This means,