



**THE STUDY CASE OF EMPLOYEES'S MOTIVATION
AT MARUDI DISTRICT COUNCIL**

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EXECUTIVE SUMMARY

Motivation has become a major concern in recent years through out Malaysia Government Agencies. Therefore, it is important to identify the determinants of motivation and hygiene factorss for the employees and to establish the impact to the workplaces. This study focused on investigating whether the employees of Marudi District Council are more satisfied with their work environment and the reasons for this. Data were drawn from the questionnaire of 115 of employees and analyses using limited dependent variable techniques.

Motivation is an attitude that employees have about their work and is based on numerous factors, both intrinsic and extrinsic to the individual. There have some factors to maintain the satisfaction among the employees such as clear company administrative policies should be developed, supervision from the management or superior, salary, interpersonal relations and the working conditions.

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CHAPTER 1

INTRODUCTION

1.1BACKGROUND OF THE STUDY

Baram District Council was established on 1.1.1957 as a local authority institute (Article 3, Local Authority Ordinance)(Chapter 117) which was issued via Government Report No.:B.N. 1994 year 1956 (Part IV).It was then changed to Marudi District Council on 1.1.1991 via Government Report No.: S.W.K. L.G. 15 dated 28.2.1991.

Marudi District Council authority is 22,069.96 km/square. It was divided into few "wards" and each ward is represented by a councillor:-

Ward	Representative
Kelabit Plateau	1
Lio Mato	1
Ulu Baram	1
Akah Patah	1
Upper Tinjar	1
Long Miri	1
Long Lama	1
Apoh	1
Tutoh	1
Puyut	1
Lower Baram	1
Marudi	1
Lubok Nibong	1
Lower Bakong	1
Beluru dan Upper Bakong	1
Teru-Peking	1
Lower Tinjar	1
TOTAL	17

From 1957 to 1962, the president, deputy president , secretary and the councillors