UNIVERSITI TEKNOLOGI MARA KAMPUS ALOR GAJAH, MELAKA

FACULTY OF ADMINISTRATION AND LAW

"A STUDY ON THE FACTORS AND CAUSES THAT CONTRIBUTE BURNOUT TOWARDS EMPLOYEES AT THE WORKPLACE; A CASE STUDY AT MAYBANK KUALA LUMPUR"

SUHAILA BT MOHD NOOR 2001312651

MARCH 2004

ACKNOWLEDGEMENT

Alhamdullilah, first and foremost, I would like to express my thankful to Allah The Almighty, the mercy of giving me the inner strength and chance to complete my research study successfully. Because of His generosity, this study is already booking. The completion of this, represent the cooperation and helpful given by a number of individual in MARA University of Technology and Human resource department of Maybank Kuala Lumpur.

A number of individuals have helped to make this research report. First I owe an enormous intellectual debt to my advisor. Associate Professor En. Rozalli Hashim, who has contribute greatly in my research study. By his willingness to provide constructive guide and comments on my work.

Second for Miss Suria Bt Mohd Noor, assistant of Human Resource department of Maybank Kuala Lumpur, for her approval on my application to conduct this study at her school. I also would like to extend my gratitude to En Yusri Bin Fadzil as Head department of credit control and all staff that allows me to held this research wit successfully. Not forget to all the respondent who willing to help me in fulfill this studies

My thankful to my lovely parents who always encourage me to do well in my studies. Finally I am indebted to my colleague for creating an environment within which I am enjoy to do my work.

ABSTRACT

Most people have heard about burnout and have a general idea of what the word means. It was happen when you doing too much of things and become tired and have some result. The result will be making people feel stress and burnout. The factors and causes are determined to focus in what circumstances that people have contributed to stress and burnout. A sample of 50 employees was given the questionnaire. The studies try to find the factor and causes that contribute in terms of demographic factor, understanding of burnout and other variables. Instead of self-administered questionnaires, other methods of research that have been used in this study are data collection and Statical Package for Social Science (SPSS). The finding is hopefully can contribute and help this school in order to plan activities increasing motivation among the employees at the workplace.

TABLE OF CONTENTS

	PAGE
Declaration	
Letter of Transmittal	
Acknowledgement	
Abstract	
Chapter One: Introduction	
Background of the study	1-8
Problem Statement	9
Research Question	10
Research Objective	11
Scope of the Research	11-12
Significant of the Study	12
Limitations of the Study	13
Chapter Two: Literature Review	
Conceptual and Research Framework	14-45
Hypothesis	46
Chapter Three: Research Methodology	
Research Design	47
Sampling Frame	47
Sample Size	47
Distribution of Questionnaire	48
Place of Study	48
Data Analysis	48
Chapter Four: Findings	
Profile of Respondent	49-54
Understanding the study of Burnout Towards Employees in Organization	55-56
Causes Of Stress and Burnout	57-65
Association Between Variables	66-76
Correlation Between Factors and Causes of Burnout	77-97
Chapter 5: Conclusion and Recommendation	

Conclusion 98-102
Recommendation 103-104

Bibliography

List of Appendixes

Appendix A: Correlation

Appendix B: Frequency Table

Appendix C: Descriptive Statistics

Appendix D: Sample of Questionnaire