



**FACTORS THAT AFFECT MOTIVATION
LEVEL AMONG EMPLOYEES IN
JABATAN KERJA RAYA,
BATU PAHAT**

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DECLARATION OF ORIGINAL WORK



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ABSTRACT

This study is conducted to understand the factors that affect the motivation level among employees in Jabatan Kerja Raya, (JKR) Batu Pahat. The populations of them are approximately about 299 workers from all positions. There are four main factors that very influential of increasing motivation level among the employees. The variables are job security and job enrichment, fair treatment to employees, fair opportunity for promotion and delegation of authority. These variables help the employer to motivate their employees in an organization. In order to do the research, researcher is using the probability method as sample method. Next, the researcher is using the simple random sampling (SRS) by giving them a set of questionnaire. In this case, the researcher is looking for the feedback from respondents for the study. Data collection method that used by the researcher is the primary data, which is especially collected by the researcher, and second is the secondary data gathered from resources collected and published by others. Other than that, this research is conducted in order to enhanced and gain knowledge in this field. So, the researcher is doing the basic research that will not be applied and be used by other party. The researcher just wants to know the factors that stimulate to motivation of the workers in JKR Batu Pahat. So, the researcher is using the questionnaires as a survey instrument in order to get feedback from the employees about their motivation levels. There is a significant between motivations among employees in JKR, Batu Pahat with the job enrichment and job security. Three of the variables are reliable when the Cronbach's Alpha is more than 0.5 and only one variable that is delegation of authority is not reliable or not recommended to accept because Cronbach's Alpha is below than standard.

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