



**THE DETERMINANTS OF WELL-BEING AMONG NON-EXECUTIVE
EMPLOYEES AT TNB KOTA TINGGI**

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FACULTY OF BUSINESS MANAGEMENT
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**Submitted in Partial Fulfilment of the
Requirement for the
Bachelor of Business Administration with Honours (Human Resource Management)**

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January 2019

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA “DECLARATION OF ORIGINAL WORK”

I am Fatin Nur Ezzaty Binti Zuraini (I/C Number: 940818015824)

Hereby, declare that:

- o 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.
- o This project-paper is the result of our independent work and investigation except where otherwise stated.
- o All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature

Fatin

FATIN NUR EZZATY BINTI ZURAINI

I/C Number: 940818-01-5824

Date: 3rd January 2019

LETTER OF TRANSMITTAL

3rd January 2019

PN. AINAA IDAYU BINTI ISKANDAR

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Faculty of Business Management
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Dear Madam,

SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled “**THE DETERMINANTS OF WELL-BEING AMONG NON-EXECUTIVE EMPLOYEES AT TNB KOTA TINGGI**”, I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Yours sincerely

Fatin

FATIN NUR EZZATY BINTI ZURAINI

I/C Number: 940818-01-5824

Date: 3rd January 2019

ABSTRACT

Employee well-being has become a common topic since it gives direct consequences for both individuals and organizations. Furthermore, it can affect to the performance of the employee as well as organization and lower the productivity. Therefore, this study aims to investigate the determinants of well-being among employees of TNB Kota Tinggi. This research was aimed to achieve the following objectives: investigate the relationship of job burnout and employees' well-being at TNB Kota Tinggi; examine the relationship of psychological health and employees' well-being at TNB Kota Tinggi; and determine the relationship of autonomy support and employees' well-being at TNB Kota Tinggi. The total population of the research is 107 employees of TNB Kota Tinggi with sample size of 86 respondents. The researcher has used disproportionate stratified random sampling as sampling technique for this research. The questionnaire, measured on Likert scale was used to collect data from respondents. The questionnaire had Cronbach alpha of $\alpha = 0.924$ which shown the instrument is reliable. Moreover, the results have shown that job burnout has not significant relationship with employees' well-being. While, psychological health and autonomy support have positive and significant relationship with employees' well-being. Therefore, the result will help the company to increase the employees' well-being in order to increase performance and productivity.