



**UNIVERSITI TEKNOLOGI MARA KAMPUS
BANDARAYA MELAKA**

**FACULTY OF ADMINISTRATIVE SCIENCE AND POLICY
STUDIES (AM228)**

**A STUDY OF EMPLOYEE PERCEPTION TOWARDS FACTORS
INFLUENCING THE EMPLOYEE MOTIVATION: A CASE STUDY
IN MAJLIS DAERAH LAHAD DATU, SABAH**

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JULY 2012

**CLEARANCE FOR THE SUBMISSION OF THE RESEARCH BY THE
SUPERVISOR**

Name of Supervisor : Miss Farah Adilla Binti Ab Rahman

Title of Research Report : Study on Employee Perception towards Factors that
Influence Employee Motivation: Case Study in Majlis Daerah
Lahad Datu

Name of Student I : Michelle Binti Omar Ali

Name of Student II : Syahrul Bin Ahmad

I have reviewed the final and complete research report and approve the submission of this report for evaluation.

Remarks:

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Miss Farah Adilla Binti Ab Rahman

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Dear Miss,

SUBMISSION OF APPLIED RESEARCH REPORT

Regarding to the above matter, we hereby submit our research title ‘Study on Employee Perceptions towards Factors that Influence Employee Motivation: Case Study in Majlis Daerah Lahad Datu’. This final report is requirement for the completion of applied research (ADS 555) course which is require by the faculty. Thank you.

THE DECLARATION

We hereby declare that the work contained in this research study is our own except those which have been duly identified and acknowledged. If we are later found to have committed plagiarism or other forms of academic dishonesty, action can be taken against us under the Academic Regulations of UiTM's.

Signed by:

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(Michelle Omar Ali)

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(Syahrul Bin Ahmad)

ABSTRACT

This study examines the employee perceptions towards factors that influence the employee motivation in the workplace. In addition, the study also attempts to determine the employee perceptions towards the relationship between factors that influence motivation and the employee perception towards the most factors that influence the employee motivation in the workplace. Questionnaire as been used as a research instruments were used to obtain data. A total of 86 questionnaires for the respondents were mailed to Majlis Daerah Lahad Datu, Sabah. The sample of study and data was then being analyzed using the “Statistical Package for Social Science” (SPSS Window) Version 18.0. The tests involved are Descriptive Analysis, Reliability Analysis, Normality Analysis, Pearson Product Moment Correlation Analysis and Multiple Linear Regression Analysis. The result of found that the employee perception is agreed that the psychological needs, safety needs, social needs, self-esteem needs and self-actualization needs influenced the employee motivation in the workplace. Furthermore, it is also found that the employee perception agreed that the most influential factor in employee motivation is the psychological needs. In addition, some suggestions have been recommended for Majlis Daerah Lahad Datu to increase the employee motivation in the workplace.