



**FACTOR THAT CONTRIBUTE TOWARDS THE  
MOTIVATION OF RISDA MELAKA STAFF AT  
WORKPLACE**

**NADIA BINTI KADERI  
2008280172**

**BACHELOR OF BUSINESS ADMINISTRATION  
(HONS) HUMAN RESOURCE  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
MELAKA**

**APRIL 2010**



**BACHELOR OF BUSINESS ADMINISTRATION  
(HONS) HUMAN RESOURCE  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
MELAKA**

**“DECLARATION OF ORIGINAL WORK”**

I, Nadia binti Kaderi (I/C Number : 870321-23-5564)

Hereby, declare that,

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

Signature: \_\_\_\_\_

Date : \_\_\_\_\_

## **LETTER OF SUBMISSION**

MAY 2010

The Head Program  
Bachelor of Business Administration (Hons) Human Resource  
Faculty of Business Management  
Universiti Teknologi MARA  
75300 Melaka

Dear Sir

### **SUBMISSION OF PROJECT PAPER**

Attached is the projek paper titled “FACTOR THAT CONTRIBUTE TOWARDS THE MOTIVATION OF RISDA MELAKA STAFF AT WORKPLACE” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA

Thank you

Yours sincerely

NADIA KADERI  
2008280172  
Bachelor of Business Administration (Hons) Human Resource

<b>TABLE OF CONTENT</b>		<b>PAGE</b>
<b>ACKNOWLEDGE</b>		iii
<b>LIST OF TABLES</b>		v
<b>LIST OF GRAPH</b>		vii
<b>ABSTRACT</b>		viii
<b>CHAPTERS</b>		
<b>1.</b>	<b>INTRODUCTION</b>	
1.1	Background of Study	1
1.2	Background of the Company	1
1.3	Problem Statement	5
1.4	Research Questions	6
1.5	Research Objectives	7
1.6	Theoretical Framework	8
1.7	Significance of Study	9
1.8	Scope of Study	11
1.9	Limitations of Study	11
1.10	Definitions of Terms	13
<b>2.</b>	<b>LITERATURE REVIEWS</b>	
2.1	Introduction	14
2.2	Employee's Motivations	15
2.3	Wages	20
2.4	Working Conditions	22
2.5	Job Security	22
<b>3.</b>	<b>RESEARCH METHODOLOGY AND DESIGN</b>	
3.1	Introduction	25
3.2	Research Design	26
3.3	Population	26
3.4	Sampling Design	27
3.5	Data Collection Method	27
3.5.1	Primary Data	27
3.5.1.1	Survey Methods	28
3.5.2	Secondary Data	28
3.5.2.1	Magazines	28
3.5.2.2	Internet	28
3.6	Questionnaires	29
3.7	Procedures for Data Analysis	29
3.8	Conclusion	30

## **ABSTRACT**

The purpose of this research is to find the motivators that motivate the RISDA Negeri Melaka staff at the workplace. The dependent variable is employees' motivation and independent variables are wages, working conditions and job security. This research is being conducted at RISDA Negeri Melaka. In completing this research, about 70 questionnaires have been distributed to the respondents. The respondents are included all the staff in RISDA Negeri Melaka.

In order to get the result for this result, the researcher has used SPSS program to analyze data from the information gathered. To analyze the data, the researcher has been used Reliability Analysis, Cross Tabulation Analysis, Frequency Distribution and Descriptive Statistic by using SPSS Program. Form the findings; the researcher indicates that the most of the respondents agree that job security is the most factors that motivate them at the workplace. Second is the wages and follow by the working condition that is the least factor that motivates the employee at the workplace.