



**THE FACTORS THAT INFLUENCE EMPLOYEE'S OVERALL
HEALTH AT LEMBAGA ZAKAT NEGERI KEDAH**

**NUR IZAFINI BINTI ABDUL MUTTALIB
2016596227**

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
PERLIS**

JULY 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, _____, (I/C Number : _____)

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: _____

TABLE OF CONTENTS

Title	Page
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v – vi
LIST OF FIGURES	vii
LIST OF TABLES	viii
ABSTRACT	ix
CHAPTER 1 INTRODUCTION	1 – 6
Background of the study	1 – 3
Problem statement	4 – 5
Research objectives	6
Significance of the study	6
CHAPTER 2 LITERATURE REVIEW	7 – 13
2.1 Autonomy	7
2.2 Relationship	8
2.3 Reward	9
2.4 Mental health	10
2.5 Health	11 – 12
2.6 Theoretical framework	13
CHAPTER 3 METHODOLOGY	14 – 16
3.1 Study population	14
3.2 Method	15
3.3 Measurement	15 – 16
3.2.1 Dependent variable	15
3.2.2 Independent variables	15 – 16
CHAPTER 4 DATA ANALYSIS	17 – 42
4.1 Demographic profile	17 – 25
4.1.1 Gender	17 – 18

4.1.2	Age	19
4.1.3	Race	20
4.1.4	Marital status	21
4.1.5	Education level	22 – 23
4.1.6	Working experience	24 – 25
4.2	Descriptive statistics	26 – 29
4.2.1	Health	26
4.2.2	Autonomy	27
4.2.3	Reward	28
4.2.4	Mental health	29
4.3	Variable analysis	30 – 35
4.3.1	Health	30
4.3.2	Autonomy	31
4.3.3	Relationship	32
4.3.4	Reward	33
4.3.5	Mental health	34 – 35
4.4	Reliability analysis	36
4.5	Correlation analysis	37 – 38
4.6	Multiple regression analysis	39 – 40
4.7	Hypotheses testing	41 – 42
CHAPTER 5	CONCLUSION & DISCUSSIONS	43 – 45
5.1	Discussion	43
5.2	Conclusion	43 – 44
5.3	Recommendation for future research	44
5.4	Limitations	45
REFERENCES		46 – 51
APPENDICES		52 – 80

ABSTRACT

Past study has consistently reported empirical evidence of higher job stress and poorer mental health among employees. Although employees experience higher job stress, poorer mental health and different job stress dimensions, little is known about which factors that influence employee's overall health. Therefore, this study investigated the factors that influence overall health of employees in Lembaga Zakat Negeri Kedah (LZNK). Data for the study were collected from 112 employees. This research found autonomy to be one of the predictors of employee's overall health along with relationship, reward and mental health.