

**UNIVERSITI TEKNOLOGI MARA**

**THE FACTORS INFLUENCING  
EMPLOYEES INVOLVEMENT WITH  
INNOVATION ACTIVITY AT  
NATIONAL REGISTRATION  
DEPARTMENT OF KUCHING,  
SARAWAK**

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Dissertation submitted in fulfillment of the requirements for the  
Executive Master of Administrative Science  
(EMAS)

**Faculty of Administrative Science and Policy Studies**

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I certify that a Panel of Examiners has met on 17<sup>th</sup> December 2016 to conduct the final examination of Nick Dexter anak Jeffry on his Executive Master of Administrative Science Dissertation entitled “The Factors Influencing Employees Involvement With Innovation Activity at National Registration Department of Kuching, Sarawak” in accordance with Universiti Teknologi MARA Act 1976 (Akta 173). The Panel of Examiners recommends that the student be awarded the relevant degree. The panel of Examiners was as follows:

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## AUTHOR'S DECLARATION

I declare that the work in this dissertation was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of my own work, unless otherwise indicated or acknowledged as referenced work. This dissertation has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

I, hereby, acknowledge that I have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of my study and research.

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## **ABSTRACT**

Employee involvement in innovation activity plays an important role to ensure that the organization can maintain and improve their performances. Innovation brings in new ways of doing things and the development of products and services may help the organization in fulfilling the customer's needs and wants. The purpose of this research is to examine about the factors that influencing the employees involvement with innovation activity at National Registration Department of Kuching, Sarawak. The study also explores the relationship between the factors with employee involvement with innovation activity. The independent variables involved in this research are Knowledge, Organizational Culture, Leadership and Reward while the dependent variable is employee involvement with innovation activity. A total of 150 respondents which are all from the National Registration Department of Kuching, Sarawak were participated in the survey. Those respondents involve are the full-time workers with one and above years of experience in working with the National Registration Department of Sarawak. The result belief was found to be significant with very strong correlation and there is a relationship between all the factors mentioned earlier with employee involvement with innovation activity. In addition, the findings may give potential inputs and an insight to the organization where they may know the most important factor in influencing employee involvement with innovation activity is Rewards, Organizational Culture, Leadership and Knowledge. Suggestions for future research were also provided in this research.

**Keywords:** Employee Involvement, Innovation, Knowledge, Organizational Culture, Leadership and Reward.