

**(THE IMPACT OF JOB ROTATION TOWARDS EMPLOYEES MOTIVATION: THE
CASE ON TENAGA NASIONAL BERHAD, CHERONG LANJUT)**

**SUBMITTED IN PARTIAL FULLFILLMENT OF THE REQUIREMENT OF
BBA (HONS) BUSINESS ECONOMICS**

**FACULTY OF BUSINESS MANAGEMENT
UiTM KOTA BHARU, KELANTAN**

**ROZIEZULAIKHA BINTI ROSLAN
2010834652**

2013

LETTER OF SUBMISSION

Faculty of Business Management
Universiti Teknologi Mara
Kota Bharu.

July 2013

Puan Syazwani Binti A. Malek
Head of Study Centre
Dept. of Business Management (Economics)
Universiti Teknologi MARA
Kota Bharu.

Dear Madam

Attached is the project title **“THE IMPACT OF JOB ROTATION TOWARDS EMPLOYEES MOTIVATION: THE CASE ON TENAGA NASIONAL BERHAD CHERONG LANJUT”** to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank you.

Yours sincerely,

ROZIEZULAIKHA BINTI ROSLAN
BBA (HONS) Business Economics
Universiti Teknologi Mara (UiTM)
Kota Bharu, Kelantan.

ACKNOWLEDGEMENT

First and foremost, I would like to thank and appraise Allah S.A.W because He has given me such a high level of gift that keeps me on standing and for the hope that keeps me believing that this project paper would be possible to be finish and also strength in order to make me endure while doing this research paper until it finish even though I have faces some difficulties and strain in the mean time during the processing of finishing this project paper.

Next, I would like to thank to my beloved lecturer for this project paper, Dr. Cheam Chai Lee as she is such a very valuable guider and advisor while she monitoring me in finishing my thesis report. This research project paper would not have been possible without the support of many people especially my advisor. Dr. Cheam has inspired me greatly to finish up my work in completing this project paper in time. Her willingness to motivate me can never be forgotten. And, not to forget a very special thanks to my second advisor, Mdm. Azizah binti Isa for such a thoughtfulness of her because of being really considerate with me in case on the submission of this final draft paper. Although I am not really have a close contact and relation with her, but I know that she is a kind-hearted person.

Besides that, I would like to thank all the staffs of Tenaga Nasional Berhad, Chorong Lanjut whom involved in the questionnaire session cooperatively. Thanks for all of them because they had shown their kindness to lend their valuable time in answering my questionnaire. I am whole heartedly thanks to all of them for the guides to me during my practical industrial training session.

Finally, an honourable remark goes to my dearly families and friends for their supports, inspired, encouraged, fully supported and understandings me for helping me in completing this research paper. Without all of them, I would face much more difficulties while finishing this project paper in every trial that came in our way.

TABLE OF CONTENT

Title Page	i
Declaration of Original Work	ii
Letter of Submission	iii
Acknowledgement	iv
Table of Content	v
List of Tables	ix
Abstract	x
Chapter	
1.0 INTRODUCTION	1
1.1 BACKGROUND OF STUDY	1
1.2 BACKGROUND OF COMPANY	3
1.3 PROBLEM STATEMENT	4
1.4 OBJECTIVES	6
1.5 SIGNIFICANCE OF STUDY	7
1.5.1 RESEARCHER	7
1.5.2 ORGANIZATION	7
1.5.3 UNIVERSITY	8
1.6 THEORETICAL FRAMEWORK	9
1.7 HYOTHESIS	11

ABSTRACT

Purpose: The purpose of this study is to identify the impacts of job rotation towards employees' motivation in Tenaga Nasional Berhad, Cherong Lanjut. It is also to examine the relationship that exist between the preparations for management, decreased monotony, and also increase knowledge, skill, and competency with the motivation level as it acts as an output from involves in the job rotation process. Hence, the result will show which variable is the most influences in increasing motivation. Subsequently, this research also aimed to test the established hypothesis either it is accepted or not. Moreover, this study is provide with some solutions and recommendations from the established problem statements.

Approach/Methodology/Finding: Primary type of date are used in this study (questionnaire). It involve for about 73 respondent from different kind of department in this organization. Statistical Package for Social Sciences (SPSS 20.0) was used in this study is to analyse the data through frequency distribution, descriptive statistic, reliability analysis, Pearson's correlation coefficient and also multiple regression. A theoretical model for this study is designed based on the past literature.

Paper type: Research Paper

Keywords: Job rotation, Motivation, Preparation for management, Decreased monotony, Increase knowledge, skill and competency.