

IABC

The 6th International
Accounting and Business
Conference

2019

THE 6TH INTERNATIONAL ACCOUNTING & BUSINESS CONFERENCE 2019

*Towards Greater Transparency, Accountability
& Sustainability in Financial Governance*

Organized by:



UNIVERSITI
TEKNOLOGI
MARA

Cawangan Johor
Kampus Segamat
Kampus Pasir Gudang

In Cooperation with:



INDONESIA
BANKING
SCHOOL

21 - 22 AUGUST, 2019
INDONESIA BANKING SCHOOL

THE 6TH
INTERNATIONAL ACCOUNTING
&
BUSINESS CONFERENCE

SECRETARIAT OF IABC 2019

MALAYSIA . INDONESIA . 2019

Published by

© UiTM Cawangan Johor, 2019

Jalan Universiti Off KM 12 Jalan Muar, 85000 Segamat, Johor.

Email: iabc@uitm.edu.my

All rights reserved. No part of this publication may be reproduced, copied, stored in any retrieval system or transmitted in any form or by any means – electronic, mechanical, photocopying, recording or otherwise, without prior permission in writing from the author.

Email: iabc@uitm.edu.my

TABLE OF CONTENT

No.	Particulars	Page
1.	Foreword – Vice Chancellor, Universiti Teknologi MARA	2
2.	Foreward - Chairman, Indonesia Banking School	3
3.	Foreword – Rector, Universiti Teknologi MARA Cawangan Johor	4
4.	Foreword – Chairperson, International Accounting and Business Conference 2019	5
5.	Foreword – Chairperson, International Accounting and Business Conference 2019	6
6.	Itinerary – Programme Schedule	7
7.	Keynote Speaker	8
8.	Parallel Session Schedule	9
9.	Abstracts	23
10.	Organising committee	101
11.	Collaborators	103
12.	Acknowledgement	104
13.	Sponsor	105

IABC2019-035

**THE IMPACT OF JOB ROTATION TOWARDS MOTIVATION OF NURSES IN
PRIVATE MEDICAL INSTITUTION IN MALAYSIA**

Norlida Zakirai@Zakaria¹, Erratul Shela Eshak², Munirah Mohd Jidi³, Nur
Faithzah Jamian⁴ and Aini Qamariah Mohd Yusof⁵

^{1,2,3}Senior Lecturer, Faculty of Business and Management, Universiti Teknologi
MARA, Melaka, Malaysia
norli190@melaka.uitm.edu.my¹
errrat449@melakauitm.edu.my²
munirah187@melaka.uitm.edu.my³

^{4,5}Lecturer, Faculty of Business and Management, Universiti Teknologi MARA,
Melaka, Malaysia
faithzah@melaka.uitm.edu.my⁴
ainiqmy@melaka.uitm.edu.my⁵

Abstract

Job rotation is one of the excellent tools in on job training. This study attempts to examine the impact of job rotation towards motivation of nurses in private medical institution. Among three important outcomes of job rotation that will look further in this study are reducing in stress, knowledge and skills acquire and level of social interaction. Data was collected from 150 nurses in one of the establish private medical institution in Melaka. Findings from this survey support three hypotheses. First, there is positive relationship between knowledge and skill acquire through job rotation that develop motivation of employee. Second, there is a positive relationship between increasing social interaction toward motivation of nurses. Finally, researcher found that there is no relationship between reducing stress towards motivation of nurses. This study limit to only in healthcare setting context. Further research should conduct this study in different field and examine different issues to investigate another impact of job rotation that will increase motivation of employees.

Keywords: *Job Rotation, Motivation, Employee Performance*