



**ADMINISTRATORS' PERCEPTION ON CHALLENGES IN
IMPLEMENTING DISCIPLINARY ACTION IN PUBLIC SECTOR**

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DECLARATION OF ORIGINAL WORK



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- This work has not been previously accepted in substance for any degree, any 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 any information have been specifically acknowledged.

Signature: _____

A handwritten signature in blue ink, appearing to read 'Firdaus Bin M. Ilham', is written over a horizontal line.

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3/01/2011

TABLE OF CONTENT

	PAGE
Declaration of Original Work	i
Letter of Submission	ii
Acknowledgement	lii
Table of Content	iv
List of Table	viii
Chapter 1: Introduction	
1.1 Introduction	1
1.2 Problem Statement	3
1.3 Research Objectives	5
1.3.1 Research Objective One	5
1.3.2 Research Objective Two	5
1.4 Scope of the Study	6
1.4.1 Level	6
1.4.2 Territory	6
1.4.3 Time	6
1.5 Significance of the Study	6
1.6 Definition of Terms/Concepts	7

	Page
List of Figure	
Figure 1	22
List of Tables	
Table 4.1 Reliability statistics	30
Table 4.2 Frequency Table on Respondent Background	31
Table 4.3 Frequency Table on the Main challenges	34
Table 4.5 Mann-Whitney U Test	35
Table 4.7.1 Frequency on Relationship factor Question	54
Table 4.7.2 Frequency on Training Question	55
Table 4.7.3 Frequency on Environment Questions	56
Table 4.7.4 Frequency on Rules and Regulation Questions	57
Table 4.8 Spearman Correlation Table	57

CHAPTER 1

INTRODUCTION

1.1 Introduction

Discipline act as a guidance on how people should behave and react in order to live a life with control. It helps every person to take responsibility for their behavior. Every school, institution and organization has their own disciplinary rules to act as a guidance or material for controlling behavior of the people within that organization. Thus discipline is very important in order for an organization to run efficiently and smoothly. However, in every organization, there were several employees that have disciplinary problem such as sexual harassment, absenteeism, punctuality issues, and fighting with colleagues. Such problems can jeopardize organizations whereby it may give negative impact to the organization such as fall in productivity. Consequently, disciplinary action needs to be done in order to set a good example to other person that wrongful act will eventually faced consequences. However, when talk about disciplinary action, there are several question arise, such as, how effective the disciplinary action in resolving the problem? What are the obstacles that administrator faced in conducting it?

It is commonly known that administrator who involve in disciplinary action procedure may face problems and challenges while conducting it. Therefore, in this study, there are four independent variables that been identified which become the main challenges for the administrator in conducting disciplinary procedures and which among the factors that affect the implementation of disciplinary action procedure.