

THE RELATIONSHIP BETWEEN FOUR DRIVE THEORY OF  
MOTIVATION AND EMPLOYEES' JOB PERFORMANCE AT ORIX  
LEASING MALAYSIA BERHAD, JOHOR

PREPARED FOR:  
MADAM GLADYS SEBI ENTIGAR

PREPARED BY:  
MUHAMMAD FAIZ BIN MOHD ZAIN  
DEGREE IN OFFICE SYSTEMS AND MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)  
FACULTY OF BUSINESS AND MANAGEMENT

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**AUTHOR'S DECLARATION**



**BACHELOR IN OFFICE SYSTEMS MANAGEMENT (Hons.)  
FACULTY OF BUSINESS MANAGEMENT**

**“DECLARATION OF ORIGINAL WORK”**

I, Muhammad Faiz Bin Mohd Zain (I/C: 950426015517)

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.
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## **ABSTRACT**

The purpose of this study is to identify which elements of the Four Drive Theory of employee motivation that contributes the most towards employee motivation as well to determine the relationship between the Four Drive Theory and employee's job performance among the employee in Orix Leasing Malaysia Berhad, Tebrau, Johor. Independent variable of this study is the Four Drive Theory and the dependent variable is employee's job performance. The sample size for this study was 97 respondents which is taken from the total number of employees at Orix Leasing Malaysia Berhad, Tebrau, Johor. Then, the data was collected using structured questionnaires which consist of three sections. After that, the data was analysed using statistical analysis which consists of mean, median, mode, standard deviation and correlation analysis. The Research has proven that the Four Drive Theory have positive relationship with employee's job performance. However, element in Four Drive Theory that have the highest relationship with employee's job performance is Drive to Bond. As a conclusion, there is positive relationship with employee's job performance. It can be recommended that, for the future studies to be conduct at public sector in Malaysia, since the researcher conducts the study at private sector area.

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## **CHAPTER 1**

### **INTRODUCTION**

#### **Background of the Study**

According to Chockalingam and Deniz (2000), job performance refers to as the measure of actions, outcomes and behavior that employees engage in or bring something that related to the contribution toward the organization. Job performance can be defines as the central construct in industrial or organizational psychology (Austin & Villanova 1992). This was supported by Gul (2012) employee performance enhances the profitability of the organization. Jia-Fang (2010) also stated that struggle by the top management not only improves the employee performance but also creates positive image of the firm worldwide. In addition to that, managers have to know and determine the factors that can lead to deteriorate of employees' performance. According to Farooq (2011), managers are trying their level best to develop the employee's capabilities, ultimately creating good working environment within the organization. Thus, there were some reasons of applying the Drive Theory of motivation to increase the job performance.

Drive Theory consist of four drives which are drive to acquire, drive to bond, drive to comprehend, and drive to defend. According to Nohria (2002), drive to acquire