

FACULTY OF ADMINISTRATIVE SCIENCE AND POLICY STUDIES UNIVERSITY TEKNOLOGY MARA SABAH UNLY-DECEMBER 2010

A STUDY ON THE RELATIONSHIP BETWEEN REWARD AND KNOWLEDGE SHARING AMONG EMPLOYEES IN PUBLIC SECTOR AT BEAUTORY DISTRICT COUNCIL

DYNA NADIA JULKIPLI 2008371875

AMESPI

BACHELOR OF ADMINISTRATIVE SCIENCES (MONOURS)

ABSTRACT

This study was conducted to identify the relationship between rewards and knowledge sharing among employee in public sector at Beaufort District Council. This study also examined the level of knowledge sharing of the employee in the organization. Besides that it is also to know the pattern of knowledge sharing of the employee in Beaufort District Council. The samples of 60 respondents in Beaufort District Council and various backgrounds were selected to answer the questionnaire in this research. The result of this study shows that there is a relationship between rewards and knowledge sharing in the organization. Besides that, it had been identified that most of government servants shared their knowledge with others especially Support Staff C/D in Beaufort District Council. Moreover, there are no significant differences in age, gender, marital status, service tenure and job position with knowledge sharing in the organization.

ACKNOWLEDGEMENT

First and foremost, i would like to praise and thank to Allah SWT for giving me the patience and healthiness in completing my research proposal.

I also like to take this opportunity to extend my deepest gratitude to my lecturer, Pn Dayang Siti Noor Saufidah Binti Ag. Mohd Saufi for her encouragement advises and guidance in making this research proposal complete in proper manner. My gratitude also goes to Mr. Haijon Gunggut as my second lecturer for this research methodology and data analysis subject (ADS 502).

I want also to thank to all those people who have directly or indirectly help me and also support me. I really appreciate for all the support, assistance and guidance.

Last but not least, the special thanks go to my beloved family and friends who have been very supportive, understanding and patience during the entire period of my research proposal.

TABLE OF CONTENT

CH	APTER 1: INTRODUCTION		
1.1	Introduction	1	
1.2	Problem statement	3	
1.3	Research objectives	5	
1.4	Scope of study	6	
1.5	Significant of study	7	
1.6	Definition of terms	8	
CHAPTER 2: LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK			
2.1	Literature review	10	
2.2	Conceptual framework	15	
2.2.1 Independent variable		16	
2.2	2.2 Dependent variable	16	
CHAPTER 3: RESEARCH METHODOLOGY			
3.1	Research design	17	
3.2	Unit of analysis	17	
3.3	Sample size	17	
3.4	Sampling technique	17	
3.5	Measurement/ instrument	18	
3.6	Data collection	18	

18

3.7 Data analysis

CHAPTER 4: FINDINGS

4.1	Finding	19		
4.2	The respondents' profile	19		
4.3	The reward given in Beaufort District Council	21		
4.4	Overall response of the respondents towards the reward given in	23		
	Beaufort District Council.			
4.5	Knowledge sharing in Beaufort District Council	24		
4.6	Overall response of the respondents towards knowledge sharing in	26		
	Beaufort district council.			
4.7	Response of the respondents in the test of Non-Parametric Test	27		
	to see the pattern of knowledge sharing in term of demographic of			
	employees in Beaufort District Council.			
4.8	The response of the respondents in Cross-Tabulation test to identify	32		
	the level of knowledge sharing between job positions in Beaufort			
	District Council.			
4.9	The study on the relationship between rewards and knowledge sharing	33		
	of government servants in Beaufort District Council.			
CH	CHAPTER 5: DISCUSSION AND CONCLUSION.			
5.1	Discussion	34		
5.2	Conclusion	43		
5.3	Limitation	46		
RE	FERENCES			
API	PENDIX			