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FINAL REPORT:

FAVORITISM, NEPOTISM ,CRONYISM AND THE EFFECTS TOWARDS JOB SATISFACTION AMONG THE EMPLOYEES IN MAJLIS DAERAH SAMARAHAN.

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CHAPTER 1

1.0 INTRODUCTION.

Favoritism, nepotism, cronyism usually practiced by superior and those in upper position in the organization. Favoritism is common and this practiced almost everywhere (Ozler and Buyukarsian, 2011). Favoritism means to given special treatment to employees better than the others not because he/she is competent or fit the qualification but sometime because of personal biasness (Kwon, 2005). Many issues arise due to favoritism, nepotism, cronyism whereby the employees become disappoint on the unfair treatment given by superior (Ozler and Buyukarsian, 2011). Favoritism can be divided into two terms which is nepotism and cronyism which related with misconduct in business context (Merriam Webster, 2012).

The term nepotism is generated from Latin word "nepot" which refers to nephew (Arasli & Tumer, 2008). This is some kind of favoritism shown to individuals who have some blood ties with them (Merriam Webster, n.d). For example, their spouse, family member or their son/daughter. If the superior involve in recruitment process, they will likely to recruit the one with blood ties to them and tend to ignore the applicants with better skills and qualification just because that applicant is not related to them.

Meanwhile, cronyism can be defined as given special treatment to those that share the same opinion on something with them. The cronies can be from the co-workers, partner and even public as long they share similar point of view on related matter (Arasli & Tumer, 2008, p.1239). Cronyism is some type of treatment given by superior to their subordinates based on their relationship with each other that is different from others subordinates (Khatri & Tsang, 2003).

CHAPTER 2: LITERATURE REVIEW

2.1 Introduction

A literature review is a synthesis of a relevant and significant literature on a research problem by accredited scholars and researchers in a specified area interest (Chan Yuen Fook,2015). It is used to demonstrate the understanding regarding the research studied.

This chapter will identify the independent variable and dependent variable related to this study which titled favoritism, nepotism, cronyism and the effects towards job satisfaction among the employees in Majlis Daerah Samarahan. The independent variable is favoritism, nepotism, cronyism while the dependent variables is job satisfaction.

2.2 Favoritism

According to Oktay (1983), the term favoritism refers to emphasizing specific criteria in human relations such as being from the same town or having the same political views, and disregarding universal standards that direct management systems. It can also be defined as wrongly and unlawfully favoring people that public officers have connection with. As a result of such exercises, the side that favors can gain social and psychological benefits such as "being appreciated" (Tarhan et al. 2006).

2.3 Nepotism

According to Ozsemerci (2003) , the elements of nepotism are mainly observed in underdeveloped countries where relationships and traditional connections work strong mediums to influence decisions . The term nepotism derives from the Latin word "nepos" which means "nephew" (Kiechel 1984). This term that's referred to as "nepotismo" in Italian has been used to define some "popes" that granted personal benefits for their families (Iyiisleroglu 2006). Today, nepotism is used to define people that abuse their power in favor of their relatives. The reason why "nepotism" is unfavorable is because during the Renaissance period some Pope's sought to assign their nephews to eminent positions. Such

CHAPTER 3 : RESEARCH METHODOLOGY

3.1 Introduction

This chapter formally talk about the research methodology applied in this study including the research design, unit of analysis, sample size, sampling design, measurement, data collection and data analysis.

3.2 Research Design

In order to attain the objective of this study, a cross-sectional design and correlation is used for this research study. A cross-sectional design by using quantitative method will be used in this study. Cross-sectional survey will be used because the data collection will be collected at a particular time to answer all of the research objectives (Sekaran and Bougie, 2009).

3.3 Unit of analysis

Unit of analysis refers to the rank of aggregation that is the focus of the study as stated by Sekaran and Bougie (2009). A clear and understandable unit of analysis is very important to this research. As this study explore about the favoritism, nepotism, cronyism and its effect toward job satisfaction. Automatically, the unit of analysis for this study is individual, which refers to the employees in the Majlis Daerah Samarahan.

3.4 Sample size

Lavrakas J (2008) defined sample size as the number of units that was chosen from the data gathered. When the number of sample size is big, the probabilities of error occur will be low. The sample size is the number of observations used to calculate the estimation of a given population. The entities such as subject, people, and element is subset of a population selected for an analysis. Population of the study will all be represent by the sample. This will enable the creation of the conclusion of the whole population by understanding the sample as underlined by Sekaran and Bougie (2009).

CHAPTER 4 : FINDINGS

4.1 Introduction

This chapter will be consists of finding of the research which had been conducted. The finding and data collected will be interpreted into meaningful information to obtain the overview of study. The data collected were analyzed using the Statistical Package for Social Study (SPSS).

The findings were offered in accordance with the aim of the study and the questions. The primary aim of a qualitative study was to offer a descriptive and realistic picture of the research subject, not to reach generalize results through numbers (Yildrim and Simsek 2005). Frequencies were evaluated and participants were given as a whole while findings were put forward. Common findings were presented as favoritism in the working environment.

4.2 DESCRIPTIVE FREQUENCY

4.2.1 Respondent profile based on gender

Table 4.2.1:

Gender of respondents

	Frequency	Percent
male	37	52.9
female	33	47.1
Total	70	100.0

Source: Field survey, 2017