



FACTORS THAT INFLUENCE EMPLOYEE ENGAGEMENT

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TABLE OF CONTENT

| | Page |
|------------------------------|-----------------------------|
| TITTLE PAGE | i |
| DECLARATION OF ORIGINAL WORK | ii |
| LETTER OF SUBMISSION | iii |
| ACKNOWLEDGEMENT | iv |
| TABLE OF CONTENTS | v |
| LIST OF FIGURES | vi |
| LIST OF TABLES | vii |
| ABSTRACT | viii |
| | |
| CHAPTER 1 | INTRODUCTION |
| 1.1 | Introduction 1 |
| 1.2 | Background of the Company 1 |
| 1.3 | Problem Statement 4 |
| 1.4 | Research Question 6 |
| 1.5 | Research Objectives 6 |
| 1.6 | Scope of Study 7 |
| 1.7 | Significance of Study 7 |
| 1.8 | Definition of Terms 8 |
| | |
| CHAPTER 2 | LITERATURE REVIEW |
| 2.1 | Introduction 9 |
| 2.2 | Employee Engagement 9 |
| 2.3 | Training and Development 11 |
| 2.4 | Compensation 13 |
| 2.5 | Organizational Justice 14 |
| 2.6 | Leadership 15 |
| 2.7 | Research Framework 17 |
| 2.8 | Research Hypothesis 18 |

| | | |
|------------------|---|----|
| CHAPTER 3 | METHODOLOGY | |
| 3.1 | Introduction | 19 |
| 3.2 | Research Design | 19 |
| 3.3 | Population and Sampling | 20 |
| 3.4 | Sample Size | 21 |
| 3.5 | Sampling Design | 21 |
| 3.6 | Data Collection Method | 22 |
| 3.7 | Data Analysis Technique | 24 |
| 3.8 | Pilot Test | 25 |
| | | |
| CHAPTER 4 | FINDINGS | |
| 4.1 | Introduction | 27 |
| 4.2 | Descriptive Analysis | 28 |
| 4.3 | Reliability Test | 30 |
| 4.4 | Pearson Correlation Analysis | 32 |
| | 4.4.1 The Relationship between Employee Engagement with Training and Development | 33 |
| | 4.4.2 The Relationship between Employee Engagement with Compensation | 33 |
| | 4.4.3 The Relationship between Employee Engagement with Organizational Justice | 34 |
| | 4.4.4 The Relationship between Employee Engagement with Leadership | 34 |
| 4.5 | Regression Analysis | 35 |
| 4.6 | Hypothesis Testing | 36 |
| | 4.6.1 Hypothesis 1 | 36 |
| | 4.6.2 Hypothesis 2 | 36 |
| | 4.6.3 Hypothesis 3 | 37 |
| | 4.6.4 Hypothesis 4 | 37 |

ABSTRACT

This research is to examine the relationship of factors that influence the employee engagement. The factors involve were training and development, organizational justices, compensation and leadership. Employee engagement was the condition; employees in the organization engage with their work and give commitment to achieve the organization and individual's goal. In this research about 80 respondents involve as a population. The respondent is from public sectors which were MARA and Lembaga Pertubuhan Peladang Melaka. A total of 80 questionnaires have been distributed to both organization and only 70 valid responses were collected. The result gets from run the data of the questionnaires in SPSS software was the reliability for the leadership which is ($\alpha=0.915$). But in pilot test the variables got the value of cronbach's alpha 0.917. This study shows that only one factor that significant with employee engagement which is leadership and the other variables not significant. The relationship of training and development, organizational justices and leadership was positive, while compensation has the negative relationship with employee engagement. R-square for this study was 38.4%. It means that 38.4% variance of the variable contribute to employee engagement, the remaining 61.6% was contributed by the other factors that not include in this study.