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**KEY DIMENSIONS AFFECTING EMPLOYEES' LOYALTY IN
OIL AND GAS COMPANY**

(REPORT)

(ABR 796)

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ABSTRACT

This research had studied on the corporate culture for Oil and Gas Company, also referred as Organizational Culture. Two companies had been selected, a plant for gas processing and another one is a plant for crude oil refinery, as to represent the population in the East Coast Region for the analysis. It is a system of shared actions, values and beliefs that develops within an organization and guides the behaviour of its members.

Each organization in Oil and Gas Company has its own unique culture with some common cultural elements that yield stability and meaning for the organizations. It is believe that some cultural elements can have a major impact on the performance of the organizations and the quality of work life experienced by the members within the company.

Four characteristics of the corporate culture will be measured in Oil and Gas Company namely motivation for both level of management and workers, career development and the performance evaluation. The fourth characteristic of leadership will be a moderator for the framework towards the issue in investigating the loyalty of the employees. Every characteristic will be explained by several elements that been substantiated in the questionnaire. The process in breaking down the characteristics into their elements is called operationalization.

The questionnaire had been disseminated through the organization as to collect potential data from the employees. All the data then been analysed by using IBM SPSS software. The analysis had been performed in order to probe the reliability, validity, descriptive, frequencies, correlation and regression for the data gathered. The result then had been displayed in the form of table and graphical means whichever is required.

From the result, it shows that career development gives most impact to the loyalty of employees. We also could see the differences between the male and female staff through analysis of variance. A complete data analysis result had been attached in the Appendix I and Appendix II for further readings.

CONTENTS

DECLARATION OF ORIGINAL WORK	i
LETTER OF SUBMISSION	ii
LIST OF TABLES	iii
LIST OF FIGURES	iii
ACKNOWLEDGEMENT	iv
ABSTRACT	v
CONTENTS	vi

CHAPTER 1: INTRODUCTION

1.1. INTRODUCTION.....	1
1.2. BACKGROUND OF STUDY.....	1
1.3. PROBLEM STATEMENT.....	3
1.4. RESEARCH QUESTIONS.....	5
1.5. OBJECTIVES OF STUDY.....	5
1.6. SIGNIFICANCE OF STUDY.....	6
1.6.1. Significance of Study to Organization.....	6
1.6.2. Significance of Study to Employees.....	7
1.6.3. Significance of Study to Researchers.....	7
1.6.4. Significance of Study to the Country.....	7
1.7. SCOPE OF STUDY.....	8
1.7.1. Scope.....	8
1.7.2. Limitation.....	8
1.8. DEFINITION OF KEY TERMS.....	9

CHAPTER 2: LITERATURE REVIEW

2.1. PREAMBLE.....	11
2.2. DEFINITION OF CONCEPT.....	11
2.2.1. Motivation.....	11
2.2.2. Abraham Harold Maslow's Theory of Need.....	12

2.2.3. Frederick Herzberg’s Hygiene and Motivational Factors.....	13
2.2.4. Mc Clelland Theory of Needs.....	14
2.2.5. Rewards and Compensations.....	15
2.2.6. Career Development.....	17
2.2.7. Performance Evaluation.....	19
2.2.8. Leadership.....	20
2.2.9. Loyalty of Employees.....	22

CHAPTER 3: METHODOLOGY

3.1. PREAMBLE.....	28
3.2. RESEARCH DESIGN	28
3.2.1. Research Framework Diagram.....	28
3.2.2. Hypotheses.....	29
3.2.3. Research Framework.....	29
3.2.3.1. <i>Purpose of study</i>	29
3.2.3.2. <i>Type of investigation</i>	31
3.2.3.3. <i>Extent of researchers’ interference</i>	31
3.2.3.4. <i>Study setting</i>	32
3.2.3.5. <i>Unit of analysis</i>	32
3.2.3.6. <i>Time horizon</i>	32
3.3. SAMPLING METHOD.....	32
3.3.1. Population.....	33
3.3.2. Sampling Frame.....	33
3.3.3. Sampling Size.....	34
3.3.4. Sampling Design.....	35
3.4. DATA COLLECTION METHOD	35
3.4.1. Sources of Data Collection and Method.....	35
3.5. DATA ANALYSIS METHOD.....	36
3.5.1. Data Processing.....	36
3.5.2. Data Analysis Method.....	36
3.5.3. Pilot Data Analysis.....	37