

UNIVERSITI TEKNOLOGI MARA

**THE FACTORS OF EMPLOYEE INNOVATION
ON ORGANIZATION SUCCESS: A STUDY AT
PRIVATE SCHOOLS IN KUALA TERENGGANU**

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ABSTRACT

The purpose of this study is to identify the factors of employee innovation on organization success at private schools in Kuala Terengganu, which is covered the cause of employee innovation namely leadership, organization support, empowerment, work specialization and workplace environment. This is important to improve productivity and growth opportunity that lead to the competition toward organization. This study based on the arising issue of decreasing the Key Performance Indicator (KPI) among employee in private school, so this will focus on investigates the cause of employee innovation toward organization success. The objective of this study are to investigate the employee innovation factor in the organization and to determine the most important factor of employee innovation in organization to be success. This study is quantitative research used correlations research as the research design and the populations for this study were selected from 7 of private school in Kuala Terengganu. The numbers of management employees were 253 and the sampling techniques used in this study were simple random technique, which the questionnaire were used as data collection procedures. At the end of this research, the finding shows all the factors of employee innovation have significantly positive relationship with organization success. However, workplace is the most influence factor toward organization success. Thus, the organization must provide a comfortable workplace and an environment that encourages innovation.

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