



IMPACT OF JOB ROTATION PRACTICES ON EMPLOYEE MOTIVATION AT MAJLIS
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ABSTRACT

Job rotation is one of the job design technique that is used by the organization to motivates the employee. This study was conducted to examine the impact of job rotation practices on employee motivation at Majlis Bandaraya Melaka Bersejarah (MBMB). In this study, the total population of employee at MBMB were 1160. Hence, the sample size that is chosen is 285 employees from various department and the return rate of the survey is 83.5 %. In this research, the researcher used non-probability sampling which is convenience sampling technique. This type of sampling method is very easy and simple because the sample population selected are readily available and convenient. In this study, the researcher use questionnaire as tool to collect the data from the respondent. The questionnaire consists of six section that comprise of 24 question in total. The researcher had conducted pilot study before the actual data is being collected. The total of 15 respondents was chosen in the pilot study. There are three independent variables in this study which is job monotony, knowledge, skill and competency and social relation. The dependent variable of the study is employee motivations. In analysing the data, reliability test, descriptive analysis, correlation and regression analysis was used to measure the data. The finding of the research indicates that, there is significant relationship between knowledge, skill and competencies and social relation with the dependent variable. The variable of job monotony is not significant in this study.

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