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**Perception On Four Working Days Effect On Employees Performance
Among Human Resource Development And Management Unit (HRDMU),
Department Of Premier Sarawak At Wisma Bapa Malaysia**

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ABSTRACT

The action towards achieving a full effective and efficient use of employees' workforce is the one effort that must be taken seriously in order to enhance the potential output in line with the goals of SDG's decent work and economic growth especially in the public sector based on news article (MIDA, 2023), indicates that the employees should be provided with higher salary if they are skilful to enhance their productivity more. Thus, a good performance and productivity among the employees are essential to maintain and enhance the country's growth and sustainable development in line with Malaysia's mission to achieve the status of developed country. The purpose of this study is to know from the employee's perception for the proposed four working days towards the employees performance. This study involved 83 employees in the HRDMU in the Department Of Premier Sarawak at Wisma Bapa Malaysia, Kuching. The research data have been gathered using surveys in which questionnaires have been sent digitally through Google Form to respondents. Meanwhile at the same time it is to examine the relationship between the impacts of time and money, self-esteem and job satisfaction and productivity while decreasing any fatigue and burnout in the Sarawak State Civil Service towards implementation of four working days. Therefore, from the findings, there is no significant relationship between all three variables on HRDMU's employees' performance towards implementation of four working days. Meanwhile, the variable improves productivity while decreasing fatigue and burnout is the most dominant factor influencing the employees' performance in HRDMU towards implementation of four working days.

ABSTRAK

Tindakan ke arah mencapai penggunaan tenaga kerja pekerja yang berkesan dan cekap sepenuhnya merupakan satu usaha yang perlu diambil serius bagi mempertingkatkan potensi keluaran selaras dengan matlamat kerja yang baik dan pertumbuhan ekonomi SDG khususnya dalam sektor awam berdasarkan berita. artikel (MIDA, 2023), menunjukkan bahawa pekerja harus diberikan gaji yang lebih tinggi jika mereka mahir untuk meningkatkan produktiviti mereka dengan lebih baik. Oleh itu, prestasi dan produktiviti yang baik di kalangan pekerja adalah penting untuk mengekalkan dan meningkatkan pertumbuhan negara dan pembangunan mampan selaras dengan misi Malaysia untuk mencapai status negara maju. Tujuan kajian ini adalah untuk mengetahui daripada persepsi pekerja bagi cadangan empat hari bekerja terhadap prestasi pekerja. Kajian ini melibatkan 83 kakitangan HRDMU di Jabatan Perdana Sarawak di Wisma Bapa Malaysia, Kuching. Data kajian telah dikumpul menggunakan tinjauan dimana soal selidik telah dihantar secara digital melalui Borang Google kepada responden. Sementara itu pada masa yang sama ia adalah untuk mengkaji hubungan antara kesan masa dan wang, harga diri dan kepuasan kerja dan produktiviti di samping mengurangkan sebarang keletihan dan kelesuan dalam Perkhidmatan Awam Negeri Sarawak terhadap pelaksanaan empat hari bekerja. Oleh itu, daripada dapatan kajian, tidak terdapat hubungan yang signifikan antara ketiga-tiga pembolehubah terhadap prestasi kakitangan HRDMU terhadap pelaksanaan empat hari bekerja. Sementara itu, pembolehubah meningkatkan produktiviti manakala mengurangkan keletihan dan kelesuan merupakan faktor paling dominan yang mempengaruhi prestasi pekerja dalam HRDMU ke arah pelaksanaan empat hari bekerja.

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CHAPTER 1

INTRODUCTION

1.1 Introduction

This research grows our interest in exploring the new alternatives rumors in the news article. Our research is based on the Perception On Four Working Days On Employees Performance Of Human Resource Development And Management Unit also called HRDMU, Department Of Premier Sarawak At Wisma Bapa Malaysia. We acknowledged that everyone must have their own views regarding this topic however, we believed that there is more advantage than disadvantage of this proposed idea towards public perceptions. We are using data based on any resources that are able to assist in regards to our topic. Did anyone know that the previous government has given a statement regarding working days which raised an issue of public perception based on this idea? Our previous Prime Minister, Dato' Sri Ismail Sabri Yaakob mentioned that the working days might be reduced from 5 days a week to only 4 days (Mahpar, 2022).

We performed this research to investigate the effects of four working days on employee's performance specifically. The data can be used from the statistics provided in articles, journals and also UiTM library resources that might help in completing this research. The results of our research and analysis show how each independent variable affects the dependent variable of our study, as well as any correlation between them. We aim to uncover any benefits of switching to a four day/eight-hour workweek and support the move for Sarawak State Civil Service to reconsider the traditional five day/eight-hour workweek in hopes of improving their performance. Hopefully this could convince the outcome of our research especially in influencing negative perspectives regarding this issue. Based on this, we conducted our research at the Human Resource Development and Management Unit at Wisma Bapa Malaysia, Kuching Sarawak.

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Literature review

This chapter provides a review on literature relating to the effects of four working days on the employee's perception towards their performance. As for this case study, it shall be conducted at the Human Resource Development and Management Unit, Wisma Bapa Malaysia. The presentation of this chapter begins with the literature review on the identified independent variables which is based on study done by Sng, M., Khor, W. J., Oide, T., Suchar, S. C., & Tan, B. C. K. (2021) that are referring to Savings, Productivity, Efficiency Wage Theory, Self-Satisfaction and Employee's Mental Health. This has also been continued with the dependent variable which is also part of this literature review. Dependent variables are closely related to each other with the independent variable. This is because in order to know the factor of the dependent variable there needs to be an independent variable which will help the researcher to know which is the most important factor that can be the main answer for this research. The dependent variable for this research is the 4 working days on the public's perception towards Sarawak State Civil Service employee's performance. Then, this followed with the conceptual framework which is to finish the tasks on time, recharge and prepare for the next week's work day and experience less stress and take less sick leave.

2.2 Independent Variable

Independent variables are important because they allow us to investigate cause-and-effect relationships as researchers. Researchers can see how the independent variable affects the dependent variable by changing or manipulating it while keeping everything else constant. This assists them in understanding the effects of specific factors and determining what causes specific outcomes. Independent variables also allow researchers to control the experimental conditions, aid in the testing of hypotheses, and so on. Regarding this, there are five theories under this independent variable, which are time and money, productivity, self-esteem, fatigue and burnout and job satisfaction.