



**Faculty of Administrative Science & Policy Studies
Universiti Teknologi MARA**

**Employees' Participation and Commitment towards Trade Union Functions
and Activities: A Case Study at Infineon Technology Sdn. Bhd. Batu Berendam
Melaka**

Name of Students

Mohd Shukri Bin Mohd Shariff

2009465686

Mohammad Rahmmat Bin Hamid

2009211002

Name of supervisor

Associate Prof. Hj. Shawal B. Kaslam

MARCH 2012- JULY 2012

Supervisor's Comments

A large, empty rectangular box with a thin black border, intended for the supervisor to provide comments. It occupies the upper half of the page.

Moderator's Comments

A large, empty rectangular box with a thin black border, intended for the moderator to provide comments. It occupies the lower half of the page.

**CLEARANCE FOR SUBMISSION OF THE RESEARCH PROPOSAL BY THE
SUPERVISOR**

Associate Prof. Hj. Shawal B. Kaslam

I have reviewed the final and complete research proposal and approve the submission of
this report for evaluation.

(Signature)

Date:

Acknowledgement

Completing this research proposal was a challenging task for us. Fortunately we had help from many other parties in order to completing this research. Especially, our supervisor which is Associate Prof. Hj. Shawal B. Kaslam that always gives advice to us regarding how to complete this research. His toughness made us work harder and appreciated all his efforts. We thank him from the bottom of our hearts for being with us whenever we need the consultation.

We would like to thank to Allah because without the blessing, we will not be able to complete this proposal.

THE ABSTRACT

Abstract

Nowadays, the existence of trade union in organization especially private organization is crucial in order to create balance harmonies relation between employee and employer. Trade union is functioning as association that protects the employee benefits and security. The decline in the participation towards trade union will give an effect towards the employer exploitation over the employee. The less amount of participation in the trade union make the trade union more weaken and powerless. This study was investigate the employee participation and commitment towards the trade union function and activities. In this research we are looking at the employee knowledge about trade union, the important of trade union in employee view and the factor that contribute towards the employee participation and commitment towards trade union function and activities. We are looking at employment environmental reason, employee personal interest, trade union role and achievement and employee awareness as independent variable and individual participation and commitment as dependent variable. We are conducting the research in the most active trade union in malacca which is infineon technology sdn bhd with the sample size of 200 members of trade union. The result show there is no significant different perception between all independent variable. It also show that the function of trade union as a representative is the most significant factor towards the members of trade union. This study will help the trade union of the organization to increase their members participation and commitment towards the function and activities.