



**FACTORS INFLUENCING HAPPINESS AMONG EMPLOYEES
OF PUBLIC SECTOR COMPANIES IN JOHOR BAHRU**

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**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (INTERNATIONAL BUSINESS)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (UiTM)
KAMPUS BANDARAYA MELAKA**

JULY 2018

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OF PUBLIC SECTOR COMPANIES IN JOHOR BAHRU**

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**Submitted in Partial Fulfillment of the Requirement for
The Bachelor of Business Management (Hons.)
International Business**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (UiTM)
KAMPUS BANDARAYA MELAKA.**

JULY 2018

DECLARATION OF ORIGINAL WORK



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FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (UiTM)
KAMPUS BANDARAYA MELAKA**

“DECLARATION OF ORIGINAL WORK”

I, Muhammad Ghazali Bin Hamzah, (I/C Number: 960810-01-7145)

Hereby declare that:

- This whole study and work had not yet been accepted in substance for any bachelor degrees previously no matter locally or overseas, and has not yet been concurrently submitted for this bachelor degree or any other bachelor degrees.
- The project paper is completed based on my independent work and investigation, except where otherwise, being stated.
- All extraction of verbalism have been distinguished by the sources and quotation marks of the information which have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

5th July 2018

Coordinator,

Faculty of Business and Management

Universiti Teknologi Mara (UiTM)

Kampus Bandaraya Melaka

Melaka

Dear Mr/Miss,

SUBMISSION OF PROJECT PAPER

The project paper attached titled “Factors Influencing Happiness Among Employees of Public Sector Companies in Johor Bahru”, is to fulfill the compulsory requirement by the Faculty of Business Management, Universiti Teknologi Mara (UiTM).

Thanks you.

Yours Sincerely,

Muhammad Ghazali Bin Hamzah

2015283726

Bachelor of Business Administration (Hons.) International Business

ABSTRACT

This study is conducted to determine the factor that influence the happiness among employees of public sector companies in Johor Bahru. In this study, samples are taken from two subsectors which are corporate and education subsectors that are represented by Johor Petroleum Development Corporation Berhad, JPDC and Faculty of Build Environment, Universiti Teknologi Malaysia, UTM respectively. The sample of the whole population from both of the companies are taken by using simple random sampling based on the sample frame provided by the Human Resource Department of the companies. Primary data was then collected using questionnaires method after one week of distribution. There are a few data analysis used in this study which are Pearson Correlation analysis, Multiple Regression analysis and ANOVA Test.

Based on the result of Pearson Correlation analysis, all independent variables job position (IV1), income (IV2), relationship (IV3) and work engagement (IV4) are significantly correlated with the happiness among employees at workplace (DV). In addition, job position variable shows the highest correlation towards the happiness among employees at workplace.

In addition, from the multiple regression model, only job position and relationship at workplace variables are significant with the happiness at workplace, while income and work engagement variables are not significant with happiness at workplace. Moreover, job position has the highest significant relationship with happiness at workplace as it has the highest Beta value of 0.552.

Last but not least, the ANOVA test shows the significant difference between corporate and educational subsector to determine the level of happiness between these subsectors. The mean for education subsector is slightly higher than corporate subsector. Thus, assumption can be made that employees of education subsector is happier than corporate subsector.