



**DETERMINANTS OF RISK CULTURE TOWARDS ORGANISATIONAL
PERFORMANCE (STAFF MORALE)**

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BACHELOR OF BUSINESS ADMINISTRATION (HONS)

HUMAN RESOURCE MANAGEMENT

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

KAMPUS BANDARAYA MELAKA

JULY 2018

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**Submitted in Partial Fulfilment of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource Management)**

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

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JULY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, NURFATHINAH UZMA SAHAROM,

(I/C Number: 960918-10-6588)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF SUBMISSION

10 July 2018

Head of Program

Bachelor of Business Administration (Hons)

Faculty of Business Management Universiti Teknologi MARA

Kampus Bandaraya Melaka,

110 Off Jalan Hang Tuah,

73500, Melaka.

Dear Sir/ Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “**DETERMINANTS OF RISK CULTURE TOWARDS ORGANISATIONAL PERFORMANCE (STAFF MORALE)**” to fulfil the requirement as needed by the Faculty of Business Management Universiti Teknologi MARA.

Thank you,

Yours sincerely,

NURFATHINAH UZMA BINTI SAHAROM

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Bachelor of Business Administration (Hons) Human Resource Management

ABSTRACT

A reduction or exposures to financial loss in organisation's reserves could be the outcome of not properly managed risks in the organisation. Therefore, researcher wants to identify determinants of risk culture towards organisational performance (staff morale) of ABC Company (due to confidentiality matters, the real name of the company has been replaced to ABC Company). The objective of this research is to identify the level and correlation or relationship of determinants of risk culture: tone at the top, accountability, effective challenge and compensation with the dependent variable, organisational performance (staff morale) as well as to identify factors that affect organisational performance (staff morale). The research approach is quantitative research and self-administered questionnaire had been used as the instrument of data collection. The data was collected at a percentage of 62% or amounted to 95 respondents out of suggested sample which is 108 respondents that was derived from the total population of 153. In addition, this research use simple random sampling method as sample selection and data collected was being analysed by using Statistical Package for the Social Science (SPSS) Version 20 Software. Using SPSS, the result was then being tested by using reliability test, descriptive analysis, correlation analysis as well as multiple regression analysis. The results of this research indicated that all determinants of risk culture have shown a significant relationship with organisational performance (staff morale).

Keywords:

Risk Culture, Tone at the Top, Accountability, Effective Challenge, Compensation, Organisational Performance (Staff Morale)