



**A STUDY ON THE FACTORS INFLUENCING EMPLOYEE'S MOTIVATION IN
PETRONAS PENAPISAN (MELAKA) SDN BHD**

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**BACHELOR OF BUSINESS ADMINISTRATION
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"DECLARATION OF ORIGINAL WORK"**

We, MUHAMMAD IZZAT BIN ISHAK, (I/C Number: 900219-14-6527) and, MUHAMMAD AFIQ AHLAMI BIN AZMAN, (I/C Number: 900620-04-5095)

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 our 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:_____

Signature:_____ Date:_____

LETTER OF SUBMISSION

1 July 2014

Head of Program,
Bachelor of Business Administration (Hons) International Business,
Universiti Teknologi MARA,
Kampus Bandar Melaka,
110 Off Jalan Hang Tuah, MELAKA.

Dear Miss,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “**FACTORS INFLUENCING EMPLOYEE'S MOTIVATION IN PETRONAS PENAPISAN (MELAKA) SDN BHD**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you

Yours sincerely

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ABSTRACT

The study aims to identify the factors influencing employee's motivation in PETRONAS Penapisan (Melaka) Sdn Bhd. It is very important for an organization to ensure that the employees are highly motivated. In this research, the researchers chooses four factors which are employee involvement, reward and recognition, job security and organizational culture. 100 respondents were chosen from the total population from five departments in the organization by using simple random sampling. These five departments are Human Resource Management and Administration, Finance, Legal and Corporate Affairs, Engineering and Health Safety Environment and Security department. The findings of the study are, all independent variables have significant relationship with employee's motivation. The researchers also found that employee involvement is the most significant predictor variable. Overall, the researchers able to answer all objectives.

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