

UNIVERSITI TEKNOLOGI MARA

**DETERMINANTS INFLUENCING
NON-TRADE UNION MEMBERSHIP
DECISION: CASE OF CIVIL
SERVANTS IN MINISTRY OF
WORKS, MALAYSIA**

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of the requirements for the degree of
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AUTHOR'S DECLARATION

We declare that the work in this dissertation was carried out in accordance with the regulations of Universiti Teknologi MARA. It is original and is the results of our own work, unless otherwise indicated or acknowledged as referenced work. This dissertation has not been submitted to any other academic institution or non-academic institution for any degree or qualification.

We, hereby, acknowledge that we have been supplied with the Academic Rules and Regulations for Post Graduate, Universiti Teknologi MARA, regulating the conduct of our study and research.

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ABSTRACT

Trade union membership is imperative to assess the strength of a trade union. Therefore, this study was conducted to determine factors influencing trade union membership decision among non-union members in Ministry of Works (MoW), Malaysia. In MoW, they have several trade unions and employee representatives under *Majlis Bersama Jabatan* (The Joint Departmental Council, MBJ) that will get together and discuss matters pertaining to employees in MoW. The union leaders' concern are with low union membership in most of the establishments. This is in line with the data provided by The Department of Trade Union Affairs that shows declining members in trade unions for public sector. This study aimed to examine the relationship between independent variables and dependant variable and to identify the factors that influence non-trade union member's membership decision in MoW. The study also was to analyse the current trend of trade union participation in MoW through identified its strengths, weaknesses, threats and opportunities which will be later developed into strategies and recommendations. This study involved union and non-union members, who are the employees from three departments under MoW. SPSS was used in statistical analysis to analyse the demographic profiles as well as independent variables and dependant variable which included frequency analysis, reliability analysis, descriptive analysis, Pearson's correlation and regression analysis. The findings indicated three out of four independent variables are significantly correlated and also the predictors on dependant variable. The three independent variables are union leadership, union effectiveness and union commitment have significant influence on non-trade union membership decision in MoW. Thus, the union leader and committees should focus on these three factors to increase trade union membership in MoW.

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