



**THE DETERMINANTS OF EMPLOYEE MOTIVATION LEVEL AT
KUMPULAN WANG SIMPANAN PEKERJA (KWSP)**

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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”

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Signature: _____ , _____

Date: 29 June 2016

LETTER OF SUBMISSION

July 2016

The Head of Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty of Business and Management

Universiti Teknologi Mara

Kampus Bandar Melaka

Melaka

Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project title “The Determinants of Employee Motivation Level at Kumpulan Wang Simpanan Pekerja (KWSP)” to fulfill the requirement as needed by the Faculty of Business and Management, Universiti Teknologi Mara (UiTM).

Thank you

Sincerely,

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ABSTRACT

This research is purposely to identify the significance among the motivation factors, rewards; training; and working environment as the determinants of employee motivation level. A total number of 136 questionnaires were distributed to the employees using a random sampling method. This research has taken place at Kumpulan Wang Simpanan Pekerja (KWSP) Kuala Lumpur Branches. The branches involved were KL Utama, Jalan Raja Chulan, Wangsa Maju, Sri Petaling and Kepong. The findings of this research show that working environment, rewards and training are the significant factors that can predict employee motivation level. It also found that the working environment is the most significant factor to predict employee motivation compares to the other two. Therefore, in this research, all the hypotheses are accepted. Research limitations include the issue on disclosure of organization's private and confidential information and the study is slightly limited or only related to some people. This is because not all employees are experiencing the low motivational level due to the organization's practice. This is the only study that has been conducted with employees working at KWSP. It is important in providing an insight into the motivation of a diverse and under-researched group of employees.

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