



**A STUDY ON FACTORS THAT INFLUENCE EMPLOYEES MOTIVATION AMONG  
USM KAMPUS KESIHATAN KUBANG KERIAN**

**RAJA MOHAMAD NASHARUDIE BIN RAJA HASSAN  
2010960741**

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS  
(HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT**

**JANUARY 2014**

**A STUDY ON FACTORS THAT INFLUENCE EMPLOYEES MOTIVATION AMONG USM  
KAMPUS KESIHATAN KUBANG KERIAN**

**RAJA MOHAMAD NASHARUDIE BIN RAJA HASSAN**

**2010960741**

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

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITY TECHNOLOGY MARA  
KAMPUS BANDARAYA MELAKA**

**JANUARY 2014**

**DECLARATION OF ORIGINAL WORK**



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

I, RAJA MOHAMAD NASHARUDIE BIN RAJA HASSAN, (I/C Number: 901030035895)

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 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: January 2014

## LETTER OF SUBMISSION

**9 January,2014**

The Head of Program  
Bachelor of Business Administration (Hons) Human Resource Management  
Faculty of Business Management  
Universiti Teknologi MARA,  
110, Off Jalan Hang Tuah,  
75300, Melaka

Dear Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled “**FACTORS THAT INFLUENCE EMPLOYEES MOTIVATION AMONG USM KAMPUS KESIHATAN KUBANG KERIAN**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Your Sincerely,

---

**RAJA MOHAMAD NASHARUDIE BIN RAJA HASSAN**  
**2010960741**  
**BBA (Hons) Human Resource Management**

## ABSTRACT

This research study has been conducted to discover the factors that influence employee motivation among USM Kampus Kesehatan staff. The main objective of this research is to find the most significant factor that influence employee motivation. There are three variables was involve in this study in order to measure the most factors, the level of factors and the relationship toward employee motivation which are promotion, working condition and job security. The researcher used some of techniques to analysis these variables are Descriptive analysis, Correlation of Determination and Regression analysis. Then, based on correlation coefficient result, the moderate relationship between employees motivation are promotion and working condition. The values for both variables are 0.6 and 0.50. Furthermore, the relationship for job security with employee motivation is moderate also. This is because the value for the variable is 0.471. More than that, according to regression analysis results, it shows that promotion is the most factors that influence employee motivation where got the highest beta value is .565 compared to the other variables. However, the result showed that both of the variables which are working condition and job security are not significant and not influence toward employee motivation. But overall, it still can be consider significant because  $R^2$  more than 0.5. This information is also helpful to determine whether the variables influence employee motivation. The results showed that independent variables namely promotion had significant influence with employee motivation while working condition and job security had no significant influence with employee motivation.