

**FACTORS AFFECTING EMPLOYEE ENGAGEMENT  
AMONG EMPLOYEES AT AEON IPOH STATION 18, PERAK**

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**DECLARATION OF ORIGINAL WORK**

I, (MOHAMMAD HAZWAN BIN TARMIZI),

Hereby declared that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for these for these degrees 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: 1 January 2016

## TABLE OF CONTENT

CONTENTS	PAGE
DECLARATION	ii
LETTER OF SUBMISSION	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF TABLES	ix
LIST OF FIGURE	x
LIST OF ABBREVIATIONS	xi
ABSTRACT	xii
CHAPTER 1: INTRODUCTION	
1.0 Introduction	1
1.1 Background of Company	1
1.1.1 AEON Vision	2
1.1.2 AEON Principle	2
1.1.3 AEON Strategy	2
1.1.4 AEON Goal	3
1.2 Background of the Study	4
1.3 Problem Statement	5
1.4 Research Objectives	7
1.5 Research Questions	7
1.6 Scope of Study	8
1.7 Significant of Study	8
1.7.1 Contribution to the Industry	8
1.7.2 Contribution to the Employees	9

1.7.3	Contribution to the Researcher	10
1.7.4	Contribution to the Faculty	10
1.8	Limitation of the Study	
1.8.1	Time Constraint	11
1.8.2	Data Collection	11
1.8.3	Communication	11
1.8.4	Delimited of Variable	12
1.9	Definition of Key Terms	12
1.10	Conclusion	13
CHAPTER 2: LITERATURE REVIEW		
2.0	Introduction	14
2.1	Employee Engagement	14
2.2	Human Resources Management (HRM) Practices	15
2.3	Link between HRM Practices and Employee Engagement	17
2.3.1	Training and Development	17
2.3.2	Performance Appraisal	17
2.3.3	Work Life Balance	18
2.3.4	Reward and Benefits	18
2.4	Theoretical Framework	19
2.5	Hypotheses Statement	20
2.6	Conclusion	20
CHAPTER 3: METHODOLOGY		
3.0	Introduction	21
3.1	Basic Research Design	21
3.2	Questionnaire Development	23
3.2.1	Section A- Demographic Factor	24

## **ABSTRACT**

This research explores the relationship and influences between human resource practices and employee engagement in AEON Ipoh Station 18, Perak. Independent variables include training and development, performance appraisal, work life balance and reward and benefits. The dependent variable is employee engagement.

The theoretical framework was developed to show the relationship between independent variables and dependent variable. Four hypotheses were also developed to verify the relationship and influence of the variables. It also shows that, hypotheses 1 and 3 is rejected, while the rest are accepted.

The research sample was drawn from the employees of AEON Ipoh Station 18, Perak. The questionnaires were distributed to 108 respondents and only 97 sets of questionnaires return back to the researcher. The data collected through questionnaires and were analyzed using Statistical Package for Social Science (SPSS). The findings of this study show that performance appraisal (sig .000) and reward and benefits (sig .000) have significant relationship with employee engagement. Several strategies have been recommended to the organization in order to improve employee engagement among their workers.