



**A STUDY ON FACTORS THAT INFLUENCING  
MOTIVATION AMONG EMPLOYEE AT UNIVERSITI  
SULTAN ZAINAL ABIDIN (UniSZA), TEMBILA CAMPUS,  
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**BACHELOR OF BUSINESS ADMINISTRATION  
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PERLIS**

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**DECLARATION OF ORIGINAL WORK**

I, WAN NUR AMIRA BT WAN AHMAD,

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 those 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:

A handwritten signature in black ink, appearing to read 'Wan Nur Amira'.

Date: 12 June 2015

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## ABSTRACT

*Motivation is the big cause that gives direction to hold the particular behavior. This study will refer to human motivation. This research paper was designed to study the factors that influence motivation among employee. The factors are reward, work environment, job security and leadership skill. The aim of this research is to find the correlation between the factors that influence the employee motivation. As a result, the finding revealed that reward ( $r=0.534$ ,  $p < 0.01$ ), job security ( $r=0.471$ ,  $p < 0.01$ ) and leadership skill ( $r=0.589$ ,  $p < 0.01$ ) were significant predictors with the dependent variable. However, work environment ( $r=0.147$ , n.s.) was not significantly related with the employee motivation. This indicated that hypotheses 1, 3 and 4 were accepted, while hypothesis 2 was rejected.*

This research is carried out at Universiti Sultan Zainal Abidin (UniSZA), Tembilaka Campus, Terengganu Darul Iman. The total population of the employee is 150 from 3 departments. In order to collect data, a set of questionnaire are designed to employee. From the sample size of 108 employees, only 84 were returned back. The method used in this research is convenience sampling. The questionnaires are distributed personally by hand to all employees in the 3 department. It takes about 4 weeks for respondent to return the questionnaire.