

**THE RELATIONSHIP BETWEEN WORKPLACE ENVIRONMENT
AND WORK MOTIVATION AMONG THE EMPLOYEES AT UiTM
PAHANG**

**Prepared for:
DR. NOR HIDAYATUN BINTI ABDUL RAZAK**

**Prepared by:
MOHD TAUFIK BIN ROSLAN
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)**

**UNIVERSITI TEKNOLOGI MARA (UiTM)
FACULTY OF BUSINESS MANAGEMENT**

JULY 2020

TABLE OF CONTENTS

	Page
LIST OF TABLES	v
LIST OF FIGURES	vi
CHAPTER 1	
INTRODUCTION.....	1
1.1 Background of the Study	1
1.2 Statement of the Problem.....	2
1.3 Research Objectives	3
1.4 Research Questions	5
1.5 Research Hypothesis.....	3
1.6 Significance of the Study.....	3
1.7 Scope and Limitation.....	4
1.8 Definition of Terms	4
CHAPTER 2	
LITERATURE REVIEW.....	5
2.1 Definition of Workplace Environment.....	5
2.2 Definition of Employee Motivation	6
2.3 Conceptual Framework.....	7
CHAPTER 3	
METHODOLOGY	8
3.1 Research Design	8
3.2 Sampling Frame.....	9
3.3 Population.....	9
3.4 Sampling Technique	9
3.5 Sample Size	10
3.6 Unit of Analysis.....	10
3.7 Data Collection Procedure.....	11
3.8 Instrument.....	11
3.9 Validity of Instrument	12
3.10 Plan of Data Analysis	13
CHAPTER 4	
RESULT/ FINDINGS OF THE STUDY	
4.1 Introduction	13
4.2 Survey Return Rate.....	14
4.3 Demographic Background.....	14
4.4 Reliability Test Analysis	18
4.5 Normality Test.....	20
4.6 Analysis of Findings.....	22
CHAPTER 5	
RECOMMENDATION	
5.1 Introduction	27
5.2 Demographic Profile.....	27
5.3 Recommendation	28
5.4 Conclusion.....	29
REFERENCE.....	31
APPENDICES	32

LIST OF TABLES

Table	Page
3.8:Online Survey Distribution Schedule.....	11
3.10 Planned for Data Analysis	13
4.3.1 Gender.....	15
4.3.2 Age	16
4.3.3 Martial Status.....	17
4.3.4 Education Level.....	18
4.3.5 Employment Status.....	18
4.2.6 Income Level	18
4.3.7 Residential	19
4.4.1 George & Mallery’s Rules of Reliability.....	19
4.4.2 Reliability Test	20
4.6.1 Attribute of Work Environment.....	24
4.6.2 The relationship of good work environment with employee motivation.....	25
4.6.2 Correlation	26

ABSTRACT

The purpose of this study is to examine the relationship between work environment and employee motivation among employee at UiTM Pahang. However, this study has a limitation in terms of the number of respondents available for the purpose of the survey. There were only 69 employees working at the Administration building that selected as the place of study. The study was a voluntary basis that only interested respondents answered the questionnaire through the Google form. Simple random sampling technique Is used as each population number will have the same propensity to be chosen as part of the sample size. The questionnaires for this analysis would, therefore, be distributed randomly within the sample size to the respondent. The survey has been distributed by Google form to all staffs accommodating at the Administration building at UiTM Pahang, Jengka campus. The total responses received was 58% or 40 respondents from 69. The finding indicated a significant strong positive relationship between work environment and employee motivation from the employees working at the Administration building. The correlation was significant at 0.01, as $r = 0.606$ with $p = 0.00$. From the result, there is a strong positive relationship between work environment and employee motivation. Here were some suggestions to increase the employee motivation with providing a good workplace environment toward employee for such as, an open office designs, stimulating space and transparent and open communication.

CHAPTER 1

INTRODUCTION

1.1 Background of Study

According to Sinar (2019), over 400,000 public sector employees had suffered from stress due to poor work environment. Datuk Azih Muda, president of The Congress of Unions of Employees in the Public and Civil Services of Malaysia (CUEPACS), said around 20,000 public sector workers opted for early retirement in 2017 due to occupational stress. Poor work environment was identified as the cause which led to tension and pressure on the work of employees and thus influenced their motivation for work. It has been proposed that a friendly work environment should be given at the workplace in order to promote positive work motivation.

The quality of work among employees can be improved by having a comfortable work environment. Therefore, the management should focus on improvement of employees' workplace environment in order to motivate employees to achieve the goals and objectives of the organisation (Sutanto, Scheller-Sampson, & Mulyono, 2018). Apart of it, the management should also identify what kind of attributes in the work environment that can improve employees work motivation (Salunke, 2015).