

UNIVERSITI TEKNOLOGI MARA
FACULTY OF ADMINISTRATIVE SCIENCE & POLICY STUDIES



**A STUDY ON THE FACTORS THAT INFLUENCE JOB MOTIVATION
AMONG NURSES AT SUNGAI PETANI AND KUALA MUDA**

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**CLEARANCE FOR SUBMISSION OF THE RESEARCH BY THE
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I have reviewed the final and complete research report and approve the submission of this report for evaluation.

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THE ABSTRACT

Abstract

Nurses' job motivation has an impact on wellbeing, organizational performance, satisfaction, retention, engagement and commitment. However, as many countries currently experience a shortage of qualified health workers, the loss of any health worker especially doctors and nurses has serious ramifications for the health of people in that country and the lack of nursing job motivation has a negative effect on the health and safety of clients as nurses represent the largest category of health workers and provide 80% of direct patient care. The study examines the factor of Job Motivation among nurses in Klinik Kesihatan around Sungai Petani and Kuala Muda. A cross sectional survey among nurses in Klinik Kesihatan around Sungai Petani and Kuala Muda was applied and used in this study. The numbers of questionnaire distributed 180 completed questionnaires but only 171 questionnaires were returned and usable. The data obtained were analyzed and these following findings were found out. It was found that none of the IVs (independent variables) had a significant relationship with job motivation. Thus future researcher needs to point out the root cause of low level of job motivation and find the most effective way to improve it in the future.

Keywords: *Factor of Job Motivation, Maslow's theory Model, Physiological Needs, Social Needs and Esteem Needs*

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