



**A STUDY OF MINOR MISCONDUCT AMONG EMPLOYEES IN
HOSPITAL SIK, KEDAH DARUL AMAN**

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ABSTRACT

The purpose of this study were to determine the types of minor misconduct that happened in Hospital Sik, Kedah and to create awareness among employees about these misconduct. This study is conducted at Hospital Sik, Kedah Darul Aman which has about 200 staff worked in all level.

The methods that are used to generate data which assist to answer the research question includes the sampling plan, sampling frame, the sampling technique, sample size, units of analysis, data collection procedures, data collection procedures, survey instruments, validity of survey instrument and plan for data analysis.

The questionnaire distributed by using convenience sampling method to 50 respondents at the hospital. The returned rates of the completed questionnaires are 46 or 92%. The questionnaire comprises the demographic background, types of minor misconduct and the corrective action that are taken.

From the research conducted, there are many types of minor misconduct which happened in the organization. The management also implements few corrective actions to handle the problem from being big problem. The recommendations for the research question and for future research are provided in this study.

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CHAPTER 1

INTRODUCTION

Background of the study

Improper misconduct is not a new phenomenon in our daily life. We can find more examples of misconduct nowadays in any organization, whether we realize or not. A minor misconduct will result when an employee breaks the rules or performs poorly, but where the consequences for the business are small or limited (Eldridge, Rob). Examples of cases that we can define as minor misconduct are late to work, using the company vehicle and company telephone for unauthorized personal uses and using the company internet facilities for personal browsing. Minor misconduct cannot cause dismissal but when it is repeated, it shows that an organization has serious misconduct issues to deal with.

Other examples of minor misconduct are absence from duty without proper leave application for a period of less than six days, loitering, gossiping during working hours, not following the dress code and negligence of duties.