



**THE FACTORS THAT AFFECT EMPLOYEE'S JOB MOTIVATION IN
MALAYSIAN PINEAPPLE INDUSTRY BOARD (MPIB), JOHOR**

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ABSTRACT

Motivation is considered as a predictor of job motivation. In other words, the determinants of employee job motivation were motivation, aptitudes and skill. Thus, motivated employees with high levels of job involvement are considered as important elements to an organization. Therefore, the purpose of this research is to determine the factors that affect employee's job motivation in Malaysian Pineapple Industry Board. Researcher has found out that employees do not perform well in doing their job and they do not give full commitment and less motivated with their current position and job. The objective of this research is to study the factors affecting employee's job motivation in Malaysian Pineapple Industry Board and to understand the main factor that affects the employee's job motivation in Malaysian Pineapple Industry Board based on their motivation. There are few limitation that researcher need to face included limitation of resources, population and lack of time. Close-ended questionnaire survey conducted among the employees in Malaysian Pineapple Industry Board. In order to analyse the result and get the strong finding, SPSS is being used to find the data reliability, frequencies of data, and descriptive data. Based on the result, the findings have shown that relations with supervisor is the main factor that affect employee's job motivation in Malaysian Pineapple Industry Board compared to other factors. The keywords in this research are *motivation, work itself and environment, pay and benefit, supervisor relation and recognition*. Tye of paper is research paper.

CHAPTER 1 INTRODUCTION

1.1 BACKGROUND OF COMPANY

The Malaysian Pineapple Industry Board (MPIB) is a Statutory Body developed in 1957 which was once in the past as Lembaga Perusahaan Nanas Tanah Melayu/Malaya Pineapple Industry Board. In keeping with the change of the pineapple business, the affiliation's name was changed to Lembaga Perindustrian Nanas Malaysia/Malayan Pineapple Industry Board in 1992 (Act 105-Revised 1990) under the Ministry of Primary Industry.

On May 29 1996, the Cabinet Ministers settled on a choice to cancel the Pineapple Board, and its capacities were exchanged to the Department of Agriculture, FAMA and MARDI. The abolishment practice was executed in stages for a time of 3 years in agreement to the disintegration of the 1957 Pineapple Industrial Act (Revised 1990).

The Pineapple Board was placed under the Ministry of Agriculture on 1 June 1999 to complete the implementation of the abolishment exercise. The Ministry of Agriculture was given the role as a leading agency to coordinate the abolishment in relation to issues such as distribution of functions, staff, properties, liabilities, authority and Pineapple Board legislation among agencies involved.

As a result, 56 staffs from the Pineapple Board Development Section were transferred to Johor Pineapple Industry Development Section. Another 8 staffs from the Pineapple Board Administrative Division were transferred to Johor Civil Service and 14 other staff from the Inspector Section, Planning and Marketing Development Section was transferred to FAMA office, Johor branch.

A total of 22 staff remained on the Pineapple Board to carry out related activities until the final process of abolishment was completed.

However, on 14 June 2000, the Cabinet Ministers consented to audit the abolishment arrange. In this way, on 15 September 2004, the cabinet minister made a decision to maintain the Pineapple Board as the leader in the development of the pineapple industry and on 29 May 1996, the decision to abolish the Pineapple Board was revoked. Aside from that, moveable and unflinching resources belonging to the Pineapple Board and all the appointments were restored.