



**FACTORS INFLUENCING EMPLOYEE MOTIVATION IN MALAYSIAN INTERNATIONAL
SHIPPING CORPORATION (MISC) BERHAD**

MOHAMED ANAAS BIN MOHAMED ASHAAREE

2016448372

**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (INTERNATIONAL BUSINESS)**

FACULTY OF BUSINESS AND MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

CAWANGAN MELAKA

KAMPUS BANDARAYA MELAKA

JULY 2018

ACKNOWLEDGEMENT

This project paper was carried out at Malaysia International Shipping Corporation (MISC) during my internship period of early 2018. First and foremost, I would like to pay my highest gratitude to Allah S.W.T for His blessing and given strength for me to complete this project paper through all the difficulties. A special appreciation to my helpful and kind advisor for this subject, Dr Koe Wei Loon for his endless support and supervision in guiding me to complete this project paper. He contributed greatly in inspiring me and showing me information related to the research which gave me opportunity to learn and conduct this research accordingly. I would like to express my same appreciation to Miss Munirah Mohamed as my second examiner for giving me such useful advice in guiding me towards completing this project paper.

Furthermore I would like to acknowledge with much appreciation to the management and staff of the Malaysia International Shipping Corporation (MISC) for sharing their opinions and experience to assist me to help me complete this project paper. Next, I would like thank my fellow course mate and classmate, BM246 6C for all the valuable opinions, sleepless night of working together to help each other to complete this work.

Last but not the least, without the help of every member of my family it is going to be difficult for me to execute and finish this task accordingly. My family have fully supported me physically and mentally to help me went through all the obstacles to complete this.

ABSTRACT

This research is conducted to determine the factors influencing employee motivation among employee of Liquefied Natural Gas (LNG) in MISC Berhad and to find out the most influenced factors on this matter. Based on data findings, it shows that all the independent variables; leadership style and working environment have positive relationship towards employee motivation. Besides that, the hypotheses that were developed at the beginning stage of research process; (H1) there is a positive influence of leadership towards employee motivation and (H2) there is a positive influence of working environment on employee motivation are supported as the results. Meanwhile, the last hypotheses (H3) there is a positive influence of performance appraisal on employee motivation has relationship with entrepreneurial intention are not supported. The most influential factor of all the variables is working environment.

KEYWORDS: *Leadership Style, Working Environment, Performance Appraisal, Employee Motivation*

TABLE OF CONTENT

	Page
TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF SUBMISSION	iii
ABSTRACT	iv
ACKNOWLEDGEMENT	v
TABLE OF CONTENTS	vi
LIST OF DIAGRAMS	vii
LIST OF TABLES	viii
LIST OF APPENDICES	xi
CHAPTER 1 INTRODUCTION	
1.1 Introduction	1
1.2 Background of Study	1
1.3 Problem Statement	3
1.4 Research Question	6
1.5 Research Objective	6
1.6 Hypothesis	6
1.7 Significance of the study	7
1.8 Scope of study	8
1.9 Limitation of Study	8
CHAPTER 2 LITERATURE REVIEW	
2.1 Introduction	10
2.2 Employee Motivation	10

2.3 Leadership Style	11
2.4 Performance Appraisal	12
2.5 Working Environment	13
2.6 Theoretical Framework	14

CHAPTER 3 RESEARCH METHODOLOGY

3.1 Introduction	16
3.2 Research Design	16
3.2.1 Purpose of Design	16
3.2.2 Type of Investigation	16
3.2.3 Extent of Researcher	17
3.2.4 Study Setting	17
3.2.5 Time Horizon	17
3.3 Population, Sampling Technique and Sample Size	18
3.4 Data Collection	18
3.4.1 Primary Data	18
3.4.2 Secondary Data	18
3.5 Questionnaires	19
3.5.1 Questionnaires Design and Structured	19
3.6 Data Analysis	21
3.6.1 Correlation Analysis	21
3.6.2 Regression Analysis	22

CHAPTER 4 FINDINGS