



THE FACTORS CONTRIBUTE TO JOB ENGAGEMENT IN PUBLIC  
SECTOR

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KAMPUS BANDARAYA

JULY 2017

## ACKNOWLEDGEMENT

Bismillahirrahmanirrahim,

First and foremost, researcher is very thankful to Allah S.W.T for making all thing is possible related to this research and with His permission and blessing, researcher can finish this assignment on time and smoothly without unfavourable issue.

Researcher would like to deliver his gratitude to University Technology Mara Malacca for giving him a valuable opportunity to expose himself in learning through conducting the research projects. Hereby, researcher would like to express their appreciation to his supervisor, Mdm. Nor Azmawati binti Husain for her dedication and patience in guiding researcher throughout all the process in completing the research project. Without her proper guidance, researcher might not have been complete this research project successfully.

During the whole process of conducting the research project, researcher are well assisted and helped by his course mates, peers, family members and also part of corporate employees by helping them to fill up the questionnaire needed to perform this research. Therefore, researcher would like to express his greater appreciation to them.

## ABSTRACT

The purpose of this study conducted is to identify the factors that contribute to job engagement. The population of this study consists of 180 employees from Malaysian Public Work Department at Muar Johor. Total number of questionnaire distributed is one hundred fifty, to obtain relevant information needed for this study. The sample was obtained by using the convenience sampling technique in which gathering of information from the employees that has been chosen. The variables from antecedents of engagement that are chosen as independent variables are perceived supervisor support, reward and recognition, distributive justice and job characteristics. This study is conducted within the time frame of February 2017 to June 2017. Based on the result from this study, it shown that only perceived supervisor support and job characteristics that have significant relationship with job engagement. The result of this study recommends that organization should increase their supervisor concern about their employee very well and every top management should give employee the job that suit with their skill and competency so that the employee can increase their level of engagement towards job.

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