THE FACTORS OF EMPLOYEE INNOVATION ON ORGANIZATION SUCCESS

Prepared by: FATIN SYAHIRA BT MOHD RUDIN

BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.) UNIVERSITY TECHNOLOGY MARA (UITM)

JULY 2016

ABSTRACT

This thesis will conduct a research about The Factors of Employee Innovation on Organization Success at Yayasan Terengganu. Starting with the background of this research study, significant of this study also this research will state the problem of statement of this study. This research had two research objective and four of research question and will be following the research method that were quantitative after that following with finding and the respondent that contribute in my research and lastly follow up with conclusion and also recommendation. I get from all the employee in Yayasan Terengganu, this research will start on 29th February 2016 and end on 19th June 2016. All the input from this research had related to environment in the organization and also I had identified the problem that have in the organization and also after this research finish and had proposed the solution from the problem to the organization.

ACKNOWLEDGEMENT

Assalamualaikum w.b.t.

The success and final outcome of this research of The Factors of Employee Innovation on

Organization Success. First of all a big thank to Yayasan Terengganu and all employee in the

organization for giving contribution in this study also I required a lot of guidance and assistance

from many people and us extremely fortunate to have got this all along the completion of our

assignment work. Whatever I have done is only due to such guidance and assistance and I would

not forget to thank them. Then, I respect and would like to express our thanks to Encik Mohd

Amli Bin Abdullah@Baharum, as my supervisor for giving me help and guide to do this research

work and providing me all support and guidance which made me complete the assignment on

time, I extremely grateful to him because for providing such a nice support and guidance. I

deeply thank for all help from all resources without them it will be difficult to me complete this

research also spend some time for this study. This study cannot be completed without the effort

and co-operation from all of these people. Last but not least, I would like to express our gratitude

to our friends and respondents for support and willingness to help me. May Allah bless all of us.

Amin.

Fatin Syahira Bt Mohd Rudin

June 17, 2016

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITY TECHNOLOGY MARA (UiTM)

iii

TABLE OF CONTENTS

ABSTRACT. ii ACKNOWLEDGEMENT. iii TABLE OF CONTENTS. iv LIST OF TABLES. vi LIST OF FIGURES. vii CHAPTER 1 INTRODUCTION. 1 Background For The Study. 1 Statement Of The Problem. 3 Research Objectives. 5 Research Hypothesis. 6 Significance Of The Study. 7 Limitation Of The Study. 8 Definition Of Terms. 9 CHAPTER 2 LITERATURE REVIEW. 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18 Empowerment. 19	
ACKNOWLEDGEMENT iii TABLE OF CONTENTS iv LIST OF TABLES vi LIST OF FIGURES vii CHAPTER 1 INTRODUCTION 1 Background For The Study 1 Statement Of The Problem 3 Research Objectives 5 Research Questions 5 Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 11 LITERATURE REVIEW 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
TABLE OF CONTENTS. iv LIST OF TABLES. vi LIST OF FIGURES. vii CHAPTER 1 INTRODUCTION. 1 Background For The Study. 1 Statement Of The Problem. 3 Research Objectives. 5 Research Questions. 5 Research Hypothesis. 6 Significance Of The Study. 7 Limitation Of The Study. 8 Definition Of Terms. 9 CHAPTER 2 LITERATURE REVIEW. 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
LIST OF TABLES. vi LIST OF FIGURES. vii CHAPTER 1 1 INTRODUCTION. 1 Background For The Study. 1 Statement Of The Problem. 3 Research Objectives. 5 Research Questions. 5 Research Hypothesis. 6 Significance Of The Study. 7 Limitation Of The Study. 8 Definition Of Terms. 9 CHAPTER 2 11 LITERATURE REVIEW. 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
CHAPTER 1 INTRODUCTION. 1 Background For The Study. 1 Statement Of The Problem. 3 Research Objectives. 5 Research Questions. 5 Research Hypothesis. 6 Significance Of The Study. 7 Limitation Of The Study. 8 Definition Of Terms. 9 CHAPTER 2 LITERATURE REVIEW. 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
CHAPTER 1 INTRODUCTION. 1 Background For The Study. 1 Statement Of The Problem. 3 Research Objectives. 5 Research Questions. 5 Research Hypothesis. 6 Significance Of The Study. 7 Limitation Of The Study. 8 Definition Of Terms. 9 CHAPTER 2 LITERATURE REVIEW. 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
INTRODUCTION 1 Background For The Study 1 Statement Of The Problem 3 Research Objectives 5 Research Questions 5 Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
INTRODUCTION 1 Background For The Study 1 Statement Of The Problem 3 Research Objectives 5 Research Questions 5 Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
Statement Of The Problem 3 Research Objectives 5 Research Questions 5 Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 LITERATURE REVIEW 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
Statement Of The Problem 3 Research Objectives 5 Research Questions 5 Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 LITERATURE REVIEW 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
Research Objectives 5 Research Questions 5 Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 LITERATURE REVIEW 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
Research Questions 5 Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 LITERATURE REVIEW 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
Research Hypothesis 6 Significance Of The Study 7 Limitation Of The Study 8 Definition Of Terms 9 CHAPTER 2 LITERATURE REVIEW 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
Significance Of The Study. 7 Limitation Of The Study. 8 Definition Of Terms. 9 CHAPTER 2 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
Limitation Of The Study. 8 Definition Of Terms. 9 CHAPTER 2 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
Definition Of Terms. 9 CHAPTER 2 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
CHAPTER 2 11 Innovation 11 Employee Innovation 14 Factor Of Employee Innovation 15 Leadership 15 Organization Support 18	
LITERATURE REVIEW. 11 Innovation. 11 Employee Innovation. 14 Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
Innovation11Employee Innovation14Factor Of Employee Innovation15Leadership15Organization Support18	
Employee Innovation.14Factor Of Employee Innovation.15Leadership.15Organization Support.18	
Factor Of Employee Innovation. 15 Leadership. 15 Organization Support. 18	
Leadership	
Organization Support	
Organization Support	
Empowerment	
•	
Organization Success	
Conceptual Framework	
CHADTED 2	
CHAPTER 3 METHODOLOGY	
METHODOLOGY. 24 Introduction. 24	
Research Design. 24	
Sampling Frame. 25	
Population	
Sampling Technique	
Sampling Size	

	Unit Of Analysis	27	
	Research Instruments	27	
	Reliability Test	29	
	Validity Of Instrument	29	
	Data Collection Procedures	30	
	Data Collection Method	31	
	Data Analysis	31	
	Plan For Data Analysis	32	
СНАІ	PTER 4		
FINDI	ING AND DATA ANALYSIS	33	
	Introduction	33	
	Survey Return Rate	34	
	Profile Of Respondent		
	(Section A: Demographic Data)	35	
	Reliability Test (Crombach Alfa)	39	
	Normality Test Of Skweeness	42	
	Descriptive Analysis	44	
	Correlation Analysis	52	
CHAPTER 5			
CONCLUSION AND RECOMMENDATION		57	
	Introduction	57	
	Conclusion.	57	
	Recommendation	59	
	Recommendation For Future Research	61	
REFE	RENCES	62	
APPE	NDICES		
A	Cover Letter	69	
В	Agreements	71	
C	Questioner	79	
D	Turn It In Result	86	
E	List of Respondents	90	