A STUDY ON RELATIONSHIP BETWEEN TEAM AUTONOMY AND TOP MANAGEMENT MONITORING TOWARDS TEAMWORK EFFECTIVENESS

SITI FARISAH BINTI YUSOFF

2015666616

BACHELOR OF BUSINESS ADMINISTRATION

WITH HONOURS (HUMAN RESOURCE MANAGEMENT)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

KAMPUS BANDARAYA MELAKA

JULY 2018

ACKNOWLEDGEMENTS

First of all, I am extremely grateful to many people for their support and contribution. I am thankful to my advisor for this research, Puan Suhailah Kasim for her guide and support in completing my writing of thesis. Without her patience, I probably would not have made this thesis. Not to forget, I would also like to give an appreciation to my second advisor, Puan Norraeffa Binti Md Taib for her directly or indirectly in examine my research paper.

Next, I also would like to thank Puan Nur Hakimi Karsono and Puan Masliyana Khalid for accepting and allowing me to complete my internship program at School of Graduate Studies, UTM. All the knowledge and experiences obtained help me to understand more and better about the organization and their practices.

Besides, I also would like to thank other employees in School of Graduate Studies, UTM and my fellow friends for the support and encouragement in completing my thesis. I hope that this thesis will be useful for the next research.

TABLE OF CONTENTS

		Page
TITLE PAGE		i
DECLARATION OF ORIGINAL WORK		ii
LETTER OF SUBMISSION		iii
ACKNOWLEDGEMENT		iv
TABLE OF CONTENTS		v
LIST OF FIGURES		viii
LIST OF TABLES		viii-ix
CHAPTER 1	INTRODUCTION	
1.0	Background of Study	1-2
1.1	Research Objectives	2
1.2	Research Questions	2
1.3	Problem Statement	3-4
1.4	Limitation of Study	4
CHAPTER 2	LITERATURE REVIEW	
2.0	Introduction	5
2.1	Teamwork Effectiveness	5-6
2.2	Team Autonomy	7
2.3	Top Management Monitoring	7-8

2.4 Theoretical Framework 8-9

2.5 Hypothesis 9

CHAPTER 3 RESEARCH METHODOLOGY

3.0 Introduction 10

3.1 Research Design 10

3.1.1 Purpose of Study 10

3.1.2 Type of study/Investigation 11

3.1.3 Unit of Analysis 11

3.1.4 Study Settings 11

3.1.5 The Extent of Research Interference 11

3.1.6 The Time Horizon 12

3.2 Target Population of the Study 12

3.3 Sample 12

3.3.1 Sampling Frame 12-13

3.3.2 Sampling Size 13

3.3.3 Sampling Technique 13-14

3.4 Data Collection Method 14

3.4.1 Primary Data 14-15

3.4.1.1 Questionnaire Design 15

3.4.1.2 Likert Scale 15-16

3.4.1.3 Multiple Choice Question 16

CHAPTER 1:

INTRODUCTION

1.0 Background of study

A group of people who working together to complete task and activity is called teamwork. Teamwork is the most important factor in determine organization successfulness. Most of successful company practices teamwork in their management. Many researchers have examined the effective dimensions of teamwork such as productivity, team satisfaction, the accomplishment of task and the degree of task completion (Drouin and Bourgault, 2013; Campion et al, 1993; Sundstrom et al, 1990). As said by Drouin and Bourgault, 2013, teamwork effectiveness means the team achieve their performance in terms of problem solving, goal achievement, conflict resolution, and the ability to create and sustain a good working condition.

Team autonomy and top management monitoring is the most important factors for teamwork effectiveness. Team autonomy are related to the highly teamwork effectiveness in the organization. Autonomous is a group of employees who granted autonomy over the work they done in an organization. It means they allow employees to make a choice in the task or activities in the workplace. Team autonomy could increase the individual self-confidence and their responsibilities towards the organization. This can be benefits to the organization due to increase the performance of organization.