FACTORS AFFECTING EMPLOYEE ENGAGEMENT AMONG ACADEMIC STAFFS
ACADEMY CONTEMPORARY ISLAMIC STUDIES, UiTM SHAH ALAM

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JANUARY 2020
DECLARATION OF ORIGINAL WORK

BACHELOR OF ADMINISTRATION

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“DECLARATION OF ORIGINAL WORK”

I, Jamalinah Binti Yahya, (I/C Number: 960322-12-6334)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degree.

- This project is the result of my independent work and investigation, except where otherwise stated.

- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: ____________________________ Date: 30th DECEMBER 2019
LETTER OF SUBMISSION

January 2020

The Head of Program
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Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “FACTORS AFFECTING EMPLOYEE ENGAGEMENT AMONG ACADEMIC STAFFS ACADEMY CONTEMPORARY ISLAMIC STUDIES, UiTM SHAH ALAM.”, I hope this thesis will meet the requirement and expectation from you and the faculty. Thank you very much for all the guidance and supports you have generously rendered upon the completion of this thesis.

Sincerely,

________________________
(Jamalina Binti Yahya)
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## CHAPTER 1 - INTRODUCTION

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ABSTRACT

The purpose of this study is to examine the factors affecting employee engagement among academic staff. This study involved academic staff from Academy Contemporary Islamic Studies, UiTM Shah Alam as respondents for this study. This research is a quantitative research which used the self-administered questionnaires as instruments to collect the data. The sampling technique that been used in this study is the census method and the questionnaires had been distributed to 104 respondents with 78.84 percent of the response rate. The data collected is then evaluated by using Statistical Package for Social Science (SPSS). Descriptive analysis, reliability analysis, Pearson’s correlation analysis, and multiple regression analysis were used in this study to identify the relationships between work-life balance, career development, leadership and employee engagement. The findings of the study showed that there is a significant relationship between work-life balance and career development with employee engagement. However, there is no significant relationship between leadership and employee engagement.

Keywords: Employee Engagement, Work-Life Balance, Career Development, Leadership