



FACTORS THAT INFLUENCE EMPLOYEE ENGAGEMENT IN ORGANIZATIONS

NUR AQILAH BINTI MOHAMAD YUSOP

2011205116

BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

MELAKA

JANUARY 2014

DECLARATION OF ORIGINAL WORK



BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
BANDARAYA MELAKA

“DECLARATION OF ORIGINAL WORK”

I, Nur Aqilah Binti Mohamad Yusop, (I/C Number: 900814-14-5262)

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 degrees.
- This paper is a 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: 6th January 2014

LETTER OF SUBMISSION

January 2014

The Head of Program
Bachelor of Business Administration (Hons) Human Resource
Faculty of Business Management
Universiti Teknologi MARA
75300 Off Jalan Hang Tuah
MELAKA

Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “**FACTORS THAT INFLUENCE EMPLOYEE ENGAGEMENT IN ORGANIZATIONS**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

.....

NUR AQILAH BINTI MOHAMAD YUSOP

2011205116

Bachelor of Business Administration (Hons) Human Resource

TABLE OF CONTENT

CONTENTS	PAGE
CHAPTER 1.0 – INTRODUCTION	
1.1 Background of the Study.....	1
1.2 Problem Statement.....	3
1.3 Research Question.....	4
1.4 Research Objective.....	4
1.5 Significance of Study.....	5
1.6 Scope of the Study.....	7
1.7 Limitation of Study.....	7
CHAPTER 2.0 – LITERATURE REVIEW	
2.1 Literature Review.....	8
2.2 Theoretical Framework.....	20
2.3 Hypothesis.....	20
CHAPTER 3.0 – RESEARCH METHODOLOGY	
3.1 Research Design.....	21
3.2 Population.....	21
3.3 Sample of Study.....	22
3.4 Size of Study.....	22
3.5 Sampling Technique.....	22
3.6 Measures and Instrument.....	23
3.7 Data Collection Method.....	24
3.8 Method of Data Analyses.....	25
3.9 Questionnaire.....	25
CHAPTER 4.0 – FINDINGS AND DATA ANALYSIS	
4.1 Normality Distribution.....	26
4.2 Frequencies Analysis.....	27
4.3 Reliability Analysis.....	32
4.4 Descriptive Analysis.....	34
4.5 Pearson Correlation Analysis.....	37
4.6 Multiple Regression Analysis.....	39
CHAPTER 5.0 – CONCLUSION AND RECOMMENDATIONS	
5.1 Conclusion.....	41
5.2 Recommendations.....	46
REFERENCES.....	50

ABSTRACT

The purpose of the study is to investigate the relationship between job satisfaction and work life balance with employee engagement. The objectives of this study are to find out the relationship between job satisfaction with employee engagement and also the relationship between work life balance with employee engagement in organizations. This study was used questionnaire as instrument to gain the data. The questionnaire is personally administrated distribute to 100 respondents around Malacca and Selangor. The respondents are from various company and job positions. Pearson Correlation is conducted to find out the relationship between job satisfaction and work life balance with employee engagement. Multiple regressions are applied to find out the most influencing factor of employee engagement. The study was found that there are positive relationship between job satisfaction and work life balance with employee engagement. The study also found that job satisfaction is the factor that most influencing employee engagement.