



**A STUDY ON
ANTECEDENTS OF KNOWLEDGE SHARING
AMONG EMPLOYEES IN
HRM DIVISION, UPSTREAM BUSINESS,
PETROLIAM NASIONAL BERHAD**

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**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS
(HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TEKNOLOGI MARA
PERLIS
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UNIVERSITI
TEKNOLOGI
MARA

BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS

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I, (MOHAMAD FAHIM AZMAN BIN AB JALAL),

Hereby declared that:

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

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TABLE OF CONTENTS

CONTENTS

PAGE

| | |
|---------------------------------|------------|
| TITLE PAGE | i |
| LETTER OF DECLARATION | ii |
| LETTER OF SUBMISSION | iii |
| ACKNOWLEDGEMENT | iv |
| LIST OF TABLES | v |
| LIST OF FIGURES | vi |
| ABSTRACT | vii |
| Chapter 1 - Introduction | |
| 1.0 Introduction | 1 |
| 1.1 Background of The Study | 1-2 |
| 1.2 Background of Organization | 3 |
| 1.3 Problem Statement | 4-5 |
| 1.4 Research Questions | 6 |
| 1.5 Research Objectives | 7 |
| 1.6 Significance of The Study | 8-9 |
| 1.7 Scope of Study | 10 |
| 1.8 Limitation of study | 11-12 |
| 1.9 Definition of term | 13-14 |

Chapter 2 - Literature Review

| | | |
|-----|-----------------------|-------|
| 2.0 | Literature Review | 15 |
| 2.1 | Introduction | 15 |
| 2.2 | Dependent variable | 15 |
| 2.3 | Independent variable | 16-17 |
| 2.4 | Theoretical Framework | 18 |
| 2.5 | Research Hypotheses | 19 |
| 2.6 | Conclusion | 19 |

Chapter 3 - Methodology

| | | |
|-----|------------------------|-------|
| 3.0 | Methodology | 20 |
| 3.1 | Introduction | 20 |
| 3.2 | Research Design | 20-22 |
| 3.3 | Questionnaire design | 23 |
| 3.4 | Sampling design | 24 |
| 3.5 | Data collection method | 25-27 |
| 3.6 | Data analysis | 28-30 |

Chapter 4 - Result And Findings

| | | |
|-----|------------------------------|-------|
| 4.0 | Result and Findings | 31 |
| 4.1 | Introduction | 31 |
| 4.2 | Frequency Analysis | 32-35 |
| 4.3 | Reliability Analysis | 36-37 |
| 4.4 | Descriptive Analysis | 37-38 |
| 4.5 | Pearson Correlation Analysis | 39-41 |
| 4.6 | Multiple Regression Analysis | 42-44 |
| 4.7 | Hypotheses Testing | 45-46 |

ABSTRACT

The purpose of this study is to examine the relationship between trust, empowering leadership, formalization and motivation with attitude towards knowledge sharing among employees in HRM Division, Upstream Business, Pertamina Nasional Berhad. Therefore this study could make important contribution to extant research in management and organizational behaviour. In the beginning of this study, the purpose, research question, and the need for the study is given. Then, literature is discussed about trust, empowering leadership, formalization and motivation with knowledge sharing that focusing on the relationship between them. The study generated a 64.7 percent response rate from 218 respondents. There are several problem and limitation during conducting this research. Researcher has discovered several constraints that are lack of experience in terms of conducting a research, collecting data and gathered information from the employees, financial constraints and time constraints because the duration of time are very limited. There are much research conducted on the factor that contribute to knowledge sharing.