

**EMPLOYEES' AWARENESS ON POST RETIREMENT BENEFITS AND EMPLOYEE  
ENGAGEMENT**

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## **ABSTRACT**

Emerging markets worldwide has resulted in global competition not only in the development of products, profits and branding but also in recruiting, retaining and satisfying employees. Since many years research has been also focusing on enhancing productivity, commitment and engagement among employees. One of the methods of enhancing these qualities has been providing post-retirement benefits. This study investigated the relationship between employee engagement and post-retirement benefits in a Malaysian university, International Islamic University Malaysia (IIUM). It aimed to determine the vital post-retirement benefits that highly contributed to employee engagement and its organization. Results from the analysis had confirmed that there were significant relationships between post-retirement benefits and employee engagement in IIUM. The results also confirmed that post-medical benefit was the most important variable to enhance the engagement amongst employees in the organization.

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## **ABBREVIATION**

IIUM	International Islamic University Malaysia
OIC	Organization of the Islamic Conference
RBF	Retirement Benefit Fund
NRBF	New Retirement Benefit Fund
EPF	Employee Provident Fund
SPSS	Statistical Package For Social Science
MAA	Memorandum of Articles and Association

## **CHAPTER ONE**

### **INTRODUCTION**

#### **1.1 BACKGROUND OF RESEARCH**

International Islamic University Malaysia (IIUM) is the brain child of the former Prime Minister, Tun Dr. Mahathir Mohammad. It was established by the Malaysian government of Malaysia in co-sponsorship with the Organization of the Islamic Conference (OIC) and many other Muslim countries including Egypt, Libya, Pakistan, Maldives, Bangladesh, Saudi Arabia, and Turkey in 1983.

The University functions under the direction of a Board of Governors represented by Malaysia as the host country and members of the co-sponsor countries as mentioned above (Aidit, 2009).

IIUM uses English as its medium of instruction and Arabic is also used as the medium of instruction for undergraduate and postgraduate programmes in a number of Kulliyahs (known as faculty at other higher institutions).

IIUM is a public university which operates under Company Act and the staff of IIUM are non-government officers. Its status as public university established under Company Act creates the followings conflicts:-

- a) IIUM as a company has its right to establish its own rewards and benefits.

Currently IIUM had adopted most of the government rewards and benefits packages except pension scheme. The adoption of the government circulars are subjected to approval by approving authority determined by IIUM as stated in Memorandum of Articles and Association (MAA).

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