EMPLOYEE ENGAGEMENT:
PRIVATE VS. GOVERNMENT SECTOR

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UNIVERSITI UTARA MALAYSIA
AUGUST 2015
EMPLOYEE ENGAGEMENT:
PRIVATE VS. GOVERNMENT SECTOR

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Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia,
in Partial Fulfillment of the Requirement for the Master of
Human Resource Management
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ABSTRACT

Nowadays, employee’s engagement plays a vital role in an organization performance. It is crucial for the employer to know that it is not entirely depends on the employees alone to drive the employee engagement. The whole organizations including the top management must play their part in order to improve the organization’s employee’s engagement. Hence, this study was conducted due to the rising problem of employee engagement especially generation y. The research was conducted in Klang Valley’s Universities. A number of 224 respondents were chosen from the populations. The independent variables that are being used in the research is perceived organization support, rewards and recognition, perceived supervisor support and lastly job characteristics. The results were retrieved by using descriptive analysis, regression analysis, reliability analysis and correlation analysis. For the government sector, the results indicate that there is a significance relationship between independent and dependent variables. However, for the private sector, we found that there is no significance relationship between the independent and dependent variables. Hence the researcher believe that there is another variable that may act as the factor of engagement for private sector.

Keyword: engagement, support, reward, job
ABSTRAK


Kata Kunci: Pampasan, Kerja
ACKNOWLEDGEMENT

I wish to express my sincere appreciation to those who gave generously of their time and support so that this dissertation could be completed. My special thanks and special gratitude are due to Madam Pujawati, who closely supervised the preparation of this dissertation, for her patience, time, criticism and also useful suggestions during the course of this research. I’m so grateful that she always gave me time and advice even during her most busy days.

My gratitude also goes to all supportive lecturers of Politeknik shah Alam and MSU University who responded to my questionnaires and not to mention for their help to distribute the questionnaires to their fellow co-workers.

Words alone cannot express my gratitude and indebtedness to my husband, parents, and siblings for their tremendous help and who were always be there for me no matter what. I also would like to say thank you to Dr. Jasmani and my mum who suggested that I seek Madam Pujawati to be my supervisor. And for that I’m truly am grateful.

Finally and most importantly to both my sister in law, Dr Nur Liyana Shuib and Nur Atiqah Shuib, I say thank you for the marvelous help that I received, for your guidance and moral support.
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CHAPTER 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

Nowadays, most of the organizations are aware of employee engagement in their organization. It is crucial for the organization to retain their employees especially their key employee. Most organization has their own strategy to tackle their employees. Years before, we can see that employee’s engagement in an organization regardless government sector or private sector is higher since due to the older generation which is baby boomer where they are well known for their loyalty towards their organization. It is common for baby boomers generation to work at the same workplace for more than 10 years. However, the new generation, which is generation y, will not hesitate to jump to a new organization if the organizations are able to provide the better opportunity and benefit regardless whether it is government or private sector.

According to www.engageforsuccess.org, 2014, employee engagement is a workplace method that is designed in order to ensure that their employees are dedicated to their organization’s goals and values and also motivated to contribute to the organization’s performance, and are able at the same time to enhance their own sense of belonging.
The contents of the thesis is for internal user only
REFERENCES

Aniruddha Limaye, Razeyeh Jalali and Divya Martyn (2013), Building a High Performance Workforce: A Study on Rewards and Recognition practices in India.


