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‘ORGANIZATIONAL CHANGE AND EMPLOYEES’ MOTIVATION DURING THE MERGING PERIOD AT THE MINISTRY OF EDUCATION IN 2013’

By

NUR EMIELIANA ISHAK

Universiti Utara Malaysia

Thesis Submitted to
Othman Yeop Abdullah Graduate School of Business,
Universiti Utara Malaysia
in Partial Fulfillment of the Requirement for the Master of Science (Management)

Othman Yeop Abdullah
Graduate School of Business

Universiti Utara Malaysia

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ABSTRACT

The merger of two separate organizations usually would cause change to happen in the new formed organization. The Ministry of Education was established since Malaysia obtained its independence. However in March 27, 2004 the new Ministry of Higher Education was formed with the purpose of making Malaysia as an education hub in the region. However in May 14, 2013 there was a cabinet reshuffle and it resulted in the merging of Ministry of Higher Education and Ministry of Education into one entity called the Ministry of Education (MoE). The new MoE in now in-charge of the primary, secondary and higher education in Malaysia. The purpose of this paper is to examine the level of employees' motivation at Ministry of Education during the merging period in the Ministry of Education in 2013. Motivation, organization change and four independent variable which is rewards, working environment, nature of work and recognition) fifth of the hypothesis are testing in this study also deeply discuss in this. Quantitative data are use as the research design and all employees at this ministry during the merging happen in 2013 are selected to be population. For data collection total of 300 questionnaires was distribute to all respondent at the ministry and only 150 are collected due to a few reason then Statistical Package for Social Sciences (SPSS version 18.00 for window) are use as techniques of data analysis. Based on the tested of hypotheses and clearly show that there is correlation relationship between all four variable (rewards, working environment, nature of work and recognition) with the motivation during the merging period in 2013 at the ministry of Education but with a weak relationship. Future researchers are encouraged to adding new variables, use qualitative method to collect the data and find the specific questionnaires to derive the question.

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Keywords: Management, Organizational Change, Motivation

ABSTRAK

Penggabungan di antara dua organisasi yang berasingan biasanya akan menyebabkan perubahan berlaku dalam organisasi baru yang terbentuk. Kementerian Pedidikan telah ditubuhkan sejak Malaysia mencapai kemerdekaan. Walau bagaimanapun 27 Mac 2004 Kementerian baru yang dikenali sebagai Kementerian Pengajian Tinggi telah ditubuhkan dengan tujuan untuk menjadikan Malaysia sebagai hab pendidikan di rantau ini. Pada 14 Mei 2013 selepas rombakan kabinet yang dibuat oleh Perdana Menteri, penggabungan antara Kementerian Pengajian Tinggi dan Kementerian Pelajaran dalam satu entiti telah menjadikan dua kementerian ini dikenali sebagai Kementerian Pendidikan Malaysia (KPM). Portfolio asal digunapakai kembali dan ianya selaras dengan hasrat kerajaan menjadikan pendidikan di Malaysia setanding antarabangsa. Motivasi,perubahan yang berlaku dan empat pembolehubah (ganjaran, persekitaran kerja ,jenis tugasan dan pengiktirafan) telah dikaji dalam kajian inj dengan menggunakan lima hipotesis. Kuantitatif data digunakan sebagai reka bentuk kajian dan semua kakitangan yang berada di kementerian semasa proses penggabungan berlaku dipilih untuk menjadi populasi. Sebanayk 300 soal selidik telah diedarkan sebagai cara pengumpulan data kepada semua responden di kementerian dan 150 berjaya dikumpulkan. *Statistical Package For Social Science* (SPSS versi 18.00 untuk window) digunakan sebagai teknik analisis data. Berdasarkan diuji hipotesis iajelas menunjukkan bahawa terdapat hubungan korelasi antara keempat-empat pembolehubah (ganjaran, persekitaran kerja, jenis tugasan dan pengiktirafan) dengan motivasi dalam semasa penggabungan berlaku pada 2013 tetapi dengan hubungan yang lemah. Bagi penyelidik pada masa hadapan adalah dinasihatkan agar menambah pembolehubah baharu, menggunakan kaedah kualitatif dan menggunakan soalan yang lebih sesuai bagai mengumpul data kajian.

Kata Kunci: Pengurusan, Perubahan Organisasi, Motivasi

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ACKNOWLEDGEMENT

Foremost, I would like to express my sincere gratitude to my advisor Puan Pujawati for the continuous support of my master study and research, for her patience, motivation, enthusiasm, and immense knowledge. Her guidance helped me in all the time of research and writing of this thesis. I could not have imagined having a better advisor and mentor for my master study.

Besides my advisor, I would like to thank the rest of my lectures, bosses, my team at ministry that always give full support, encouragement, insightful comments, and hard questions for me while I doing this thesis.

I thank my all my respondent at ministry who participated in this thesis and the brilliant support to answer the question that given to them with full of participant and patient. Thank you for making this study possible.

Last but not the least, I would like to thank my family, my mom Zaiton Yaakob and my dad Ishak Ismail for giving birth to me at the first place and supporting me spiritually throughout my life: and not to forget to my husband Mohd Zahir and my son Muhammad Arrian Mirza that always with me in along a way to finish this thesis and all both of you time, love and help to me.

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LIST OF ABBREVIATION

MAMPU	The Malaysian Administrative Modernization and Management Planning Unit
MOE	Ministry of Education

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CHAPTER 1

INTRODUCTION

1.1 BACKGROUND OF THE STUDY

The main objective of the organization is providing the best service to customers and to adopt all the resources available. Therefore, each organization has to change to provide the best service to their customers and changes consider as the life cycle of any organization and it is inevitable (Coetzee & Stanz 2007). Organizational change is a phenomenon that must be faced by any organization, and it must be managed properly to ensure the organization remains survive (Samuel, 2013). Most of organizations are faced the challenge and force them to face the changing separately or change it to something else (Burnes, 2004). Knowledge and awareness of critical issues regarding this change is still lack and some of companies refuse to take a change.

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Organization change is the merger between the two powers and also struggle to get things right (Grant et al, 2005). Based on Pessoa, (2008) it clearly discuss that emotions and cognition are close related, fail of change happen due to a few factors such as they are not concerned about an individual, cognitive nature and results of the change (Ertuk,2008)

Ministry of Higher Education was established on March 27, 2004 until May 14, 2013 as a result of a cabinet reshuffle by Prime Minister of Malaysia, Abdullah bin Ahmad Badawi by dividing the Ministry of Education at that time into two separate

The contents of the thesis is for internal user only

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