



**THE RELATIONSHIP BETWEEN OFFICE ERGONOMICS PRACTICES AND JOB  
PERFORMANCE AMONG UTM SHAH ALAM LIBRARIANS**

**A project paper submitted to the College of Business in partial fulfilment of the  
requirements of the degree of Master of Human Resources Management**

**Universiti Utara Malaysia**

**BY:**

**SALINA IBRAHIM**

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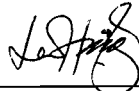
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## **ABSTRACT**

Much attention has been focused on relationship between office ergonomics practices and job performance. However; relatively limited studies focus on library area especially in Malaysia. The purpose of this study is to examine whether all five independent variables influence job performance among 140 UiTM Shah Alam librarians. Data were gathered through questionnaires and was being analyzed by using Statistical Package for Social Science (SPSS) version 12.

Based on the analysis it was found that factors that contributes to the existing of ergonomics program, ergonomics practices, ergonomics practices in workspace design, ergonomics practices in office equipment and level awareness of office ergonomics practices each made significant contribution independent variables. Hierarchically, these four independent variables are found to be among the strongest variables to compliance with job performance in this organization. Recommendations and implications for future research and practice were also discussed.

## ABSTRAK

Meskipun kajian tentang hubungan di antara amalan ergonomik pejabat dan prestasi kerja di dalam organisasi telah banyak dibuat, namun kajian sebegini sangat terhad diterokai di perpustakaan terutama di Malaysia.

Kajian ini bertujuan menilai semua faktor berkaitan hubungan di antara amalan ergonomic pejabat dan prestasi kerja di dalam organisasi. Data dikumpul daripada 140 pekerja dari pelbagai latar belakang di perpustakaan UiTM Shah Alam, Selangor. Data telah di perolehi melalui soalan dan telah di analisa menggunakan Statistical Package for Social Science (SPSS) versi 12.

Hasil daripada analisa data, empat pemboleh ubah tidak bersandar iaitu faktor-faktor yang menyumbang kepada pengwujudan program ergonomik, jenis-jenis amalan ergonomik terhadap rekabentuk ruang kerja, jenis-jenis amalan ergonomik terhadap peralatan pejabat dan tahap kesedaran amalan ergonomic masing-masing menjadi penyumbang petunjuk yang paling kuat dan mempunyai hubungan positif dengan pematuhan terhadap prestasi kerja.

Cadangan dan implikasi untuk kajian lanjut juga dibincangkan.

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## TABLE OF CONTENT

|                                                    | <b>Page</b> |
|----------------------------------------------------|-------------|
| <b>CERTIFICATION OF THESIS WORK</b>                | <b>ii</b>   |
| <b>PERMISSION TO USE</b>                           | <b>iii</b>  |
| <b>DISCLAIMER</b>                                  | <b>iv</b>   |
| <b>ABSTRACT</b>                                    | <b>v</b>    |
| <b>ABSTRAK</b>                                     | <b>vi</b>   |
| <b>ACKNOWLEDGEMENT</b>                             | <b>vii</b>  |
| <b>TABLE OF CONTENT</b>                            | <b>viii</b> |
| <b>LIST OF TABLES</b>                              | <b>xi</b>   |
| <b>LIST OF FIGURE</b>                              | <b>xii</b>  |
| <br>                                               |             |
| <b>CHAPTER 1: INTRODUCTION</b>                     |             |
| 1.1 Introduction                                   | 1           |
| 1.2 Problem Statement                              | 3           |
| 1.3 Research questions                             | 7           |
| 1.4 Research objectives                            | 8           |
| 1.5 Significance of the study                      | 9           |
| <br>                                               |             |
| <b>CHAPTER 2: LITERATURE REVIEW</b>                |             |
| 2.1 Introduction                                   | 11          |
| 2.2 Concepts of Ergonomics                         | 11          |
| 2.3. Job Performance                               | 15          |
| 2.4. The Importance of Office Ergonomics Practices | 16          |



|      |                                |    |
|------|--------------------------------|----|
| 2.5. | Ergonomics and Job Performance | 18 |
| 2.6. | Summary                        | 22 |

### **CHAPTER 3: RESEARCH METHODOLOGY**

|      |                                               |    |
|------|-----------------------------------------------|----|
| 3.1  | Introduction                                  | 24 |
| 3.2  | Research Framework and Hypothesis Development | 24 |
|      | 3.2.1 Hypothesis Development                  | 26 |
| 3.3  | Research Design                               | 32 |
| 3.4  | Measurements and Instruments                  | 33 |
| 3.5  | Data Collection Method                        | 33 |
| 3.6  | Variables and Measures                        | 34 |
|      | 3.6.1 Questionnaire Design                    | 35 |
| 3.7  | Pilot Study                                   | 37 |
| 3.8  | Data Collection                               | 39 |
| 3.9  | Data Analysis                                 | 40 |
|      | 3.9.1 Descriptive Statistics                  | 41 |
|      | 3.9.2 Inferential Statistics                  | 41 |
| 3.10 | Summary                                       | 42 |

### **CHAPTER 4: RESULTS AND FINDINGS**

|      |                           |    |
|------|---------------------------|----|
| 4.1. | Introduction              | 43 |
| 4.2  | Sample of Characteristics | 44 |
| 4.3  | Profile of the Respondent | 44 |
| 4.4  | Goodness of Measure       | 47 |
|      | 4.4.1 Reliability Test    | 47 |

|     |                       |    |
|-----|-----------------------|----|
| 4.5 | Descriptive Analysis  | 49 |
| 4.6 | Correlations Analysis | 50 |
| 4.7 | Regression Analysis   | 52 |
| 4.8 | Summary               | 54 |

## **CHAPTER 5: DISCUSSION AND CONCLUSION**

|      |                                    |     |
|------|------------------------------------|-----|
| 5.1. | Introduction                       | 55  |
| 5.2  | Recaptulation of Result            | 55. |
| 5.3  | Discussion                         | 56  |
| 5.4  | Implication                        | 59  |
| 5.5  | Limitation of Study                | 59  |
| 5.6  | Recommendation for Future Research | 60  |
| 5.7  | Conclusion                         | 61  |

|                   |    |
|-------------------|----|
| <b>REFERENCES</b> | 63 |
|-------------------|----|

|                                      |    |
|--------------------------------------|----|
| APPENDIX A: Questionnaires           | 67 |
| APPENDIX B: Demographic Variables    | 78 |
| APPENDIX C: Frequencies of IV and DV | 82 |
| APPENDIX D: Reliability              | 87 |
| APPENDIX E: Correlation              | 94 |
| APPENDIX F: Regression               | 95 |

## LIST OF TABLES

|                                                                  | <b>Page</b> |
|------------------------------------------------------------------|-------------|
| Table 3.1: Measurement the Level of Job Performance              | 36          |
| Table 3.2: Alpha Coefficient for Each Section                    | 39          |
| Table 3.3: Interpretation of Strength of Correlation Coefficient | 41          |
| Table 4.1: Response Rate                                         | 44          |
| Table 4.2: Frequencies of Demographic Variables                  | 45          |
| Table 4.3: Instrument Reliabilities                              | 48          |
| Table 4.4: Descriptive Analysis for Major Variables              | 49          |
| Table 4.5: Correlations Coefficient Among variables              | 50          |
| Table 4.6: Result of Regression Analysis                         | 52          |

## LIST OF FIGURE

|                            | <b>Page</b> |
|----------------------------|-------------|
| Figure 3.1: Research Model | 25          |

## CHAPTER 1

### INTRODUCTION

#### 1.1 Background of the Study

People in any organizations are greatest asset and resource. Lee and Miller (1999) found that a dedicated and talented workforce may serve as a valuable, scarce, non-imitable resource that can help organizations execute an appropriate positioning strategy. An organization is productive if it achieves its goals and by transferring to outputs and the lowest cost.

Ahmadi (2009) mentioned organizations that are able to create a positive environment and make their employees happy will have more productive employees. In general, productivity is a measure of the output of goods or services relative to the input of labor, capital and equipment. The more productive of an industry, the better its competitive position because its unit costs are lowers. When productivity increases, businesses can pay higher wages without boosting inflation.

According to Sarmiento and Beale (2007), productivity in every manufacturing company depends on many variables. Some of these variables are associated with a more adequate managing and planning of structural issues (for example,

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