

**FACTORS OF EMPLOYEES' MOTIVATION
AT YADIM: JOB SATISFACTION AND JOB
INVOLVEMENT AS MODERATORS**

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UNIVERSITI SAINS ISLAM MALAYSIA

**FACTORS OF EMPLOYEES' MOTIVATION AT YADIM:
JOB SATISFACTION AND JOB INVOLVEMENT AS
MODERATORS**

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AUTHOR DECLARATION

I hereby declare that the work in this thesis is my own except for quotations and summaries which have been duly acknowledged.

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ABSTRAK

Motivasi dianggap sebagai salah satu faktor utama yang boleh mempengaruhi prestasi pekerja di organisasi. Kajian terdahulu telah mengenalpasti faktor-faktor yang mempengaruhi motivasi pekerja seperti gaji, kepimpinan transformasi, pengayaan pekerjaan, keselamatan pekerjaan, latihan dan pembangunan dan pemberdayaan. Walau bagaimanapun, impak faktor-faktor ini terhadap motivasi para pekerja di organisasi Islam, khususnya di Malaysia masih belum diterokai secara mendalam melalui kajian empirikal. Oleh itu, kajian ini dijalankan untuk menguji kesan gaji, kepimpinan transformasi, pengayaan pekerjaan, keselamatan pekerjaan, latihan dan pembangunan dan pemberdayaan ke atas motivasi para pekerja di Yayasan Dakwah Islamiah Malaysia (YADIM), Putrajaya, Malaysia. Di samping itu, kajian ini juga ingin menguji peranan kepuasan kerja dan penglibatan kerja sebagai penyederhana di dalam hubungan antara gaji, kepimpinan transformasi, pengayaan pekerjaan, keselamatan kerja, latihan dan pembangunan, pemberdayaan dan motivasi. Data kajian ini telah diambil menggunakan soal selidik ke atas 190 pekerja di YADIM. Kajian ini mendapati bahawa faktor-faktor yang mempengaruhi motivasi pekerja di YADIM adalah gaji, kepimpinan transformasi, pengayaan pekerjaan, keselamatan kerja, latihan dan pembangunan, pemberdayaan. Kajian ini juga memberikan bukti empirikal mengenai peranan kepuasan kerja dan penglibatan kerja sebagai penyederhana di dalam hubungan antara gaji, kepimpinan transformasi, keselamatan kerja dan motivasi.

ABSTRACT

Motivation is regarded as one of the main factors that can influence employee's performance in organization. The previous studies have identified the factors that influence employee motivation such as salary, transformational leadership, job enrichment, job security, training and development and empowerment. However, the impact of these factors on the motivation of employees at Islamic Organization, particularly in Malaysia has not been adequately explored through empirical study. Therefore, this study was conducted to examine the effect of salary, transformational leadership, job enrichment, job security, training and development and empowerment on employees' motivation in Yayasan Dakwah Islamiah Malaysia (YADIM), Putrajaya, Malaysia. In addition, this study also further investigates the moderating effects of job satisfaction and job involvement in the relationship between salary, transformational leadership, job enrichment, job security, training and development, empowerment and employee motivation. The data of this study have been collected through questionnaire among 190 employees in YADIM. This study has found that the factors that influence employees' motivation in YADIM are salary, transformational leadership, and job security. This study also provides empirical evidence about the role of job satisfaction and job involvement as moderator in the relationship between salary, transformational leadership and job security and motivation.

المخلص

تعدّ التحفيز من أهمّ العوامل التي يمكن أن تؤثر على أداء الموظفين في المنظمة. وقد حدّدت الدراسات السابقة السابغة العوامل التي تؤثر على تحفيز الموظفين مثل المكافأة، الزيادة الوظيفية، الإثراء الوظيفي، الأمان الوظيفي، التدريب والتطوير، والتمكين. مهما كان الأمر، لم يتمّ استكشاف من خالل الدراسة التجريبية أثر هذه العوامل على تحفيز الموظفين في المنظمة الإسلامية السيامية الماليزية. لذلك، أجريت هذه الدراسة لتدّرس أثر المكافأة، الزيادة الوظيفية، الإثراء الوظيفي، الأمان الوظيفي، التدريب والتطوير، والتمكين في تحفيز الموظفين في مؤسسة الدعوة الإسلامية الماليزية، نونراجاي. بالإضافة إلى ذلك، هذه الدراسة تبحث عن دور الرضا الوظيفي والمشاركة الوظيفية كوسيط بين العلاقة بين المكافأة، التدريب والتطوير، والتمكين، والتحفيز. وقد تمّ جمع بيانات هذه الدراسة من ٠٩١ موظف في مؤسسة الدعوة

الإسلامية الماليزية وقد توصلت هذه الدراسة إلى أن العوامل التي تؤثر على دواع العمل لدى الموظفين في مؤسسة الدعوة الإسلامية الماليزية هي المكافأة، القيادة الوظيفية، الإثراء الوظيفي، والتمكين. وتؤدّد هذه الدراسة الأدلة التجريبية حول دور الرضا الوظيفي والمشاركة الوظيفية كوسيط بين العلاقة بين المكافأة، القيادة الوظيفية، الإثراء الوظيفي، والتمكين.

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