



# FINANCIAL PERFORMANCE AND COMPANY’S ALLOCATION LEAD TO EMPLOYEE SATISFACTION IN MALAYSIA CONSTRUCTION COMPANY

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## ABSTRACT

This research is about financial performance and company's allocation lead to employee satisfaction in Malaysia construction company. The problem statement of this research is to reduce the financial problem of the company by investigating the factor that are related to employee satisfaction. The result can be used to increase the employee satisfaction of the company. Objective of this study is to identify the relationship between motivation, working environment, employee development and financial performance of public listed construction company in Malaysia and analyses the most significant factor of independent variable (motivation, working environment and employee development) toward the financial performance of public listed construction company in Malaysia. The method of this research is secondary data method that analyses the annual report of 8 public listed company within 10 years from 2006 to 2015. The data has been analysed by using SPSS software. The result of this study show that, there is the relationship between this 3 variable and the most significance factor of this research is the motivation factor.

## INTRODUCTION

Malaysia is one of the growth countries and the industrial of this country are giving good effect to the financial performance to the country. One of the industries that contributed to the Malaysia’s economic is the construction industry. This research is use for construction companies in their organization to estimating the most factors that contributed to the financial performance of the company. By having the finding of this research the result will help the company to use the most significant factor and implementing it in their company. The public listed company is the sectors that are being use in this study to evaluating these three factors. The public listed companies that are use is registered at Construction Industry Development Boards Malaysia (CIDB) and are listed in the Bursa Saham Malaysia. This research is discussing about the factor of employee satisfaction that contributed to the financial performance of the company. All the factor is motivation, working environment and employee development.

## OBJECTIVE/S

- To identify the relationship between motivation, working environment, employee development and financial performance of public listed construction company in Malaysia.
- To analyse the most significant factor of independent variable (motivation, working environment and employee development) toward the financial performance of public listed construction company in Malaysia.

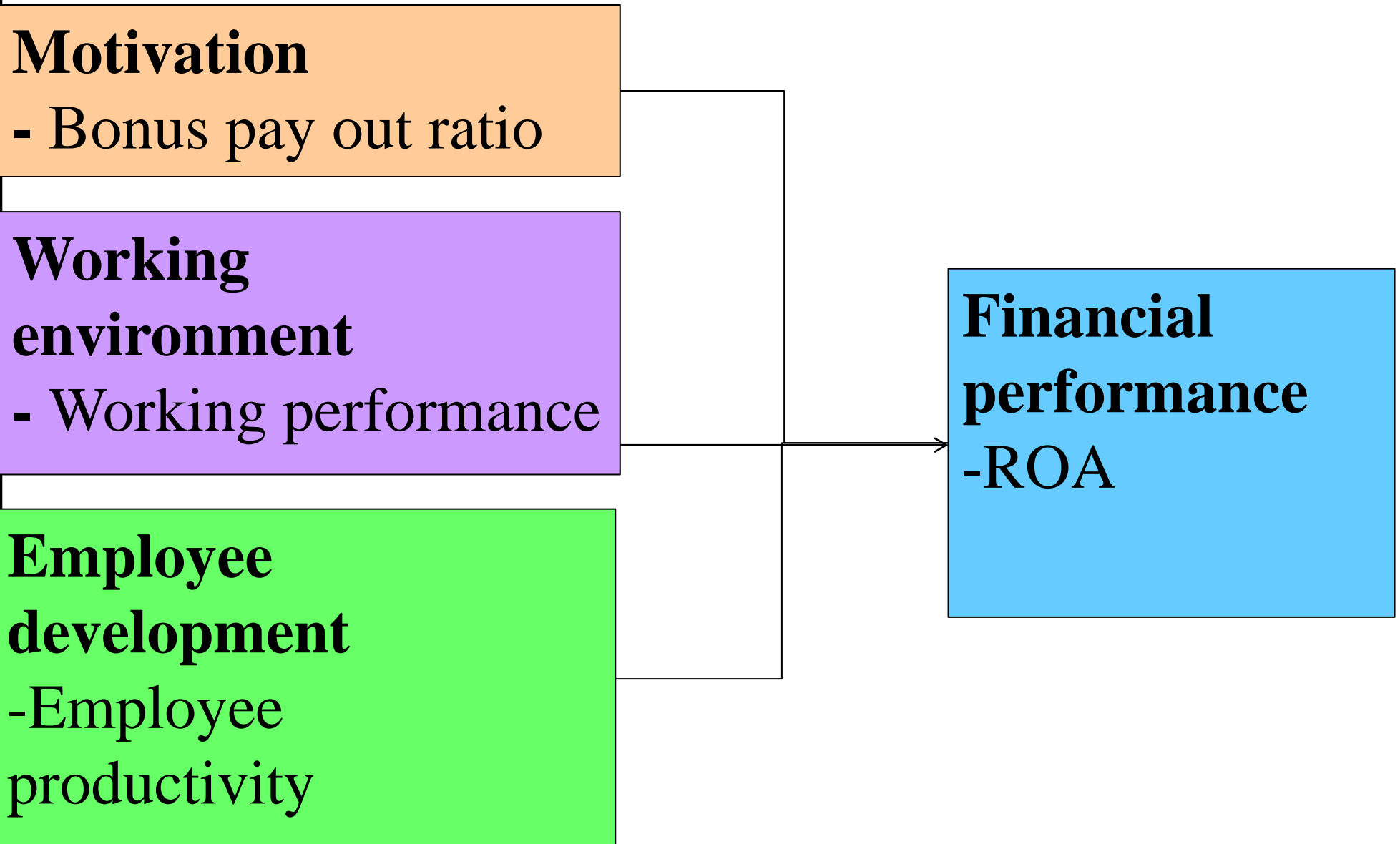
## RESEARCH HYPOTHESIS

- H<sub>0A</sub>: There is no significant relationship between motivations with financial performance in Construction Company.
- H<sub>1A</sub>: There is significant positive relationship between motivations with the financial performance in Construction Company.
- H<sub>0B</sub>: There is no significant relationship between working environment with financial performance in Construction Company.
- H<sub>1B</sub>: There is significant positive relationship between working environment with the financial performance in Construction Company.
- H<sub>0c</sub>: There is no significant relationship between employee developments with financial performance in Construction Company.
- H<sub>1c</sub>: There is significant positive relationship between employee developments with the financial performance in Construction Company.

## METHODS

- Secondary Data – 8 public listed construction companies for 10 years from 2006 to 2015 and using SPSS software.

### THEORETICAL FRAMEWORK



### CONCLUSIONS AND RECOMMENDATION

#### 1) Conclusions and Recommendations

There was a variation of 52% to 96.6% between the financial performance with the motivation, working environment and the employee productivity. The research told that there was a negative relationship between motivation, working environment and employee development with financial performance of public listed construction companies in Malaysia. The study also shows that there was a positive relationship between motivation, working environment and employee development with financial performance of public listed construction companies in Malaysia.

#### 2) Recommendations

1. From the result, it is suggested that the construction companies should allocate more on motivating employee followed by employee development and working environment in order to improve company’s financial performance.
2. The other recommendation for future research is by adding more variables or test the other variable to investigate the effect of the variable between the employee with the financial performance.

## RESULTS

### 1) Table of Equation

No.	Company	Regression Equation
1	TRIPLC	$Y = 0.000 - 0.053X_1 + 3.663E-11X_2 + 9.344E-6X_3$
2	IJM	$Y = 0.570 + 983.780X_1 + 0.000X_2 + 1.735X_3$
3	EKOVEST	$Y = -0.031 + 0.001 - 3.159E-7X_2 + 0.216X_3$
4	GAMUDA	$Y = 7.067 - 0.009X_1 - 5.474E8X_2 - 8.734X_3$
5	MERGE	$Y = 0.058 - 1.580E-5X_1 + 6.127E-6X_2 + 0.000X_3$
6	MITRAJAYA	$Y = 0.392 + 10.456X_1 - 4.012E-9X_2 - 0.044X_3$
7	PINTARAS	$Y = 0.446 + 899X_1 + 6.666E-8X_2 - 0.126X_3$
8	FAJAR	$Y = 0.680 + 0.429X_1 - 3.758E-6X_2 + 0.362X_3$

### 2) Table of Significant

No	Company	Independent variables		
		Motivation	Working Environment	Employee Development
1	TRIPLC	0.314	0.668	0.000
2	IJM	0.37	0.047	0.88
3	EKOVEST	0.006	0.203	0.003
4	GAMUDA	0.004	0.117	0.05
5	MERGE	0.29	0.62	0.756
6	MITRAJAYA	0.001	0.017	0.0119
7	PINTARAS	0.000	0.913	0.001
8	FAJAR	0.035	0.000	0.178

### 3) Table of Summary

No.	Company	Adjusted R Square	R	Significant Figure	F	F critical
1	TRIPLC	.910	.969	.000	31.184	.002
2	IJM	.520	.815	.044	4.612	5.685
3	EKOVEST	.854	.950	.002	18.547	.001
4	GAMUDA	.709	.898	.015	8.317	.0521
5	MERGE	.566	.843	.047	4.909	.000
6	MITRAJAYA	.874	.935	.004	13.900	.086
7	PINTARAS	.966	.988	.000	85.140	.192
8	FAJAR	.622	.857	.020	6.476	.032