

Title of Thesis	“Motivation management among employee in construction company Episo Enterprise SdnBhd”
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ABSTRACT

The main purpose of this study was to evaluate the motivational levels of employees at Episo Enterprise SdnBhd, a construction organisation. Research for the study included a literature study of both the content and process theories of motivation in order to identify those factors that are important to consider when evaluating the levels of employee motivation. An empirical study was conducted after the appropriate measuring instrument was developed.

The purpose of the measuring instrument was to identify the rank importance of these identified factors of motivation and to evaluate the levels of employee motivation by measuring the extent to which these factors are provided for in the organisation. A sample was selected from the target population. The major findings indicated that some of the factors of motivation were provided for to a great extent, while others had serious shortcomings. The findings were grouped into the different job title categories of the respondents in order to compare the overall responses of the groups, aimed at identifying trends, commonalities and differences. The researcher suggested certain recommendations for those areas where findings indicated shortcomings, in an attempt to increase the overall levels of motivation within this specific functional department in the organisation.