TABLE OF CONTENTS

cknowledgement contract /pes Of Allowances In Malaysian Armed Forces st of Tables		i ii iv ix			
			able of Conter	nts	x
			HAPTER 1	INTRODUCTION	
				1.1 General	1
	1.2 Objectives Of the Study	3			
	1.3 Significant Of The Study	3			
	1.4 Organizations Of the Study	3			
	1.5 Scope and Limitations	4			
HAPTER 2	LITERATURE REVIEW				
	2.1 General	5			
	2.2 Previous Research	7			
	2.3 Malaysian Research	7			
	2.4 Overseas Research	8			
	2.5 Summary Of The Previous Research	11			
CHAPTER 3	PAY AND ALLOWANCE STRUCTURE				
	3.1 Background	12			
	3.2 Pay Structure	12			
	3.3 Other Allowances	15			

IAPTER 4	METHODOLOGY	
	4.1 Introduction	17
	4.2 Research Framework	17
	4.3 Sampling Design	18
	4.4 The Survey Instrument	18
	4.5 Data Collection Procedure	20
	4.6 Data Analysis Technique	20
HAPTER 5	FINDINGS	
	5.1 Introduction	21
	5.2 Demographic Analysis	23
	5.3 Analysis Of Factors Affecting Morale	25
	5.4 Overall Satisfaction And Attitude Toward Factors Affecting Morale	26
	5.5 Factors Affecting Morale Analysed by Rank	27
	5.6 Chi-Square Analysis Of Factors by Rank	31
	5.7 Factors Affecting Morale Analysed by Services	32
	5.8 Chi-Square Analysis Of Factors by Services	35
	5.9 Factors Affecting Morale Analysed by Term Of Service	36
	5.10 Chi-Square Analysis Of Factors by Term Of Service	38
	5.11 Summary Of Findings	39

IAPTER 6 CONCLUSION 6.1 General 41 6.2 Identifying The Factors That Contribute Toward Morale 41 6.3 Expectations In The Army Society 43 6.4 Competing For Influence 43 6.5 Review The Present System 44 6.6 Recommendations 44

BLIOGRAPHY

JESTIONAIRES