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A STUDY OF TEAM BUILDING CIRCLE

TRAINING PROGRAMME AT SIME DARBY GROUP

BY

SHANMUGAM S/O GOVINDARAJAN

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To

VIMALA

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## ABSTRACT

This study examines the job satisfaction, work motivation and communication profile between the employees who have attended the Team Building Circle (TBC) training programme and those who have not attended the programme at Sime Darby Group. The job satisfaction was measured by Job Descriptive Index and Overall Job Satisfaction Index. The Work Motivation Inventory was used to measure the work motivation, while the communication profile was measured by Johari Window instrument.

The Regional Director - Malaysia, of Sime Darby Group approved the study. A total of 500 sets of questionnaires were distributed in 7 subsidiaries of the group and the response rate was 41%.

The reliability of the data obtained was determined by conducting the Cronbach Alpha Reliability test. A frequency analysis was done to ascertain the demographic profile of the respondents. Comprehensive t-test was carried out to examine the differences in scores obtained for the key areas of study. Multiple regression and correlation analysis was done to determine the relationship between job satisfaction, work motivation and communication profile, for both group of employees.

The data obtained was highly reliable with average alpha value of above 0.7. 47% of the respondents have attended the TBC programme and 53% of the respondents have not attended the programme. Both group of respondents were found to have neither low nor high level of job satisfaction and work motivation. Further, both groups showed good level of communication. There was no significant difference between the TBC and Non TBC employees for all the key areas of study. Finally, there was also no significant correlation between job satisfaction, work motivation and communication profile, for both group of employees.

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