

FACTORS THAT AFFECT EMPLOYEES MOTIVATION
AMONG YOUNG GRADUATE

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**FACTORS THAT AFFECT EMPLOYEES MOTIVATION
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BY

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A final year project submitted in the partial fulfillment of the
requirement for the degree of

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DEDICATION

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LIST OF ABBREVIATION

FM	Fear of Missing Out
EM	Employee Motivation
VM	Vision and Mission
TL	Transformational Leadership
DV	Dependent Variable
IV	Independent Variable
SPSS	Statistical Package for the Social Science
ANOVA	Analysis of Variance

PREFACE

In recent years, companies with multigenerational workforces have struggled to inspire employees, which has prompted a never-ending search for answers. What is motivation, and how does it fit into the creation and use of strategies? One way to define motivation and its impact on workers might be to look at the results of someone's work (persistence), the amount of effort they put in (intensity), and the actions they take (direction) in order to achieve a goal or engage in goal-directed behaviour. These days, businesses are always searching for ways to differentiate themselves from their competitors by using efficient organisational and human resource management (Pang & Lu, 2018). Establishing a well-structured incentive programme is essential for organisations seeking to retain talent and enable employees to add the most value to the business. Employee productivity, morale, and job satisfaction are all directly impacted by an organization's motivational strategy. A well-developed motivation system that increases employee work satisfaction also benefits the effectiveness of the organization.

ABSTRACT

The purpose of this study is to examine the factors that affect employees motivation among young graduate which are vision and mission, fear of missing out and transformational leadership.

A total of 130 sets of questionnaires will be collected from respondents. Statistical Packages for Social Science (SPSS) is used to statically measure and calculate the data and research findings. After the analysis, researchers found that variables such as vision and mission, fear of missing out, and transformational leadership are supported to be significantly related to the factors that affect employees motivation among young graduate. The target population in this research study is the people that start working few months or few years which are just graduate from school or university.

The limitations of this study which I had faced, and the necessary recommendations are discussed towards the end of the chapter. The recommendations deliver effective suggestions and directions for further future studies.

CHAPTER 1: RESEARCH OVERVIEW

1.0 Introduction

This chapter contains 7 sections which are the background of the research, the research problem, the research objectives of the research study, the research questions, the hypothesis of the study, and the chapter layout.

1.1 Research Background

Did you know that from 2014 to 2024, the Bureau of Labour Statistics (BLS) predicted that the civilian labour force would increase by 5% to 164 million workers? According to the forecast, the age groups of workers aged 55 and older will see the fastest rise, followed by those aged 25 to 44 and those aged 16 to 24 (Cote, R., 2019). Did you realise that four to five generations work together in today's organizations? Silent Generation, for instance, is made up of those born between 1925 and 1945, Baby Boomers, between 1946 and 1964, Generation X, between 1965 and 1980, Millennials (Generation Y), between 1981 and 1995, and Generation Z, comprising people born between 1996 and 2012 (AMA, 2019). Companies with multigenerational workforces have struggled to inspire employees, which has prompted a never-ending search for answers. What is motivation, and how does it fit into the creation and use of strategies? One way to define motivation and its impact on workers might be to look at the results of someone's work (persistence), the amount of effort they put in (intensity), and the actions they take (direction) in order to achieve a goal or engage in goal-directed behaviour. These days, businesses are always searching for ways to differentiate

themselves from their competitors by using efficient organisational and human resource management (Pang & Lu, 2018). Establishing a well-structured incentive programme is essential for organisations seeking to retain talent and enable employees to add the most value to the business. Employee productivity, morale, and job satisfaction are all directly impacted by an organization's motivational strategy. A well-developed motivation system that increases employee work satisfaction also benefits the effectiveness of the organization. Whether in affluent or challenging times of social, economic, and health upheavals, business managers prioritise their employees as the most important organisational resource (Uka & Prendi, 2021). A high-achieving team of workers is closely associated with a strong financial performance. If workers do not feel committed and invested in their work, it is difficult for them to perform successfully and connect with the organisation.

1.2 Research Problem

This study focuses on the variables that influence young graduates' motivation at work, with a primary focus on respondents between the ages of 22 and 30 (Rummel, S. et al., 2021). Employee motivation is thought of as a force that pushes employees to achieve specific organizational goals and objectives. It is one of the trendiest subjects in businesses today since everyone wants to use their financial and human resources as effectively as possible. Employee motivation is crucial for the smooth operation of a business. Motivated employees respect the worth and social standing of their jobs and are devoted to their companies. They are therefore motivated to provide the company their best self. It is the degree of motivation, dedication, and zeal that staff members of a company bring to work each and every day. Companies that lack motivation produce less and are less productive, and they are more likely to fall short of their main objectives (Wentworth, E., 2021). The purpose of this study is to investigate how young graduates' employee motivations are impacted by vision and mission, FOMO, and

transformational leadership.

1.3 Research Objectives

The main goal of this study is to identify the factors that affect young graduates' levels of employee motivation. In this study, the three independent factors of vision and mission, fear of missing out (FOMO), and transformational leadership will be compared to the dependent variable, which is employee motivation among recent graduates. The study's findings will therefore provide more clarity and knowledge about the key factors impacting employee motivation among recent grads. More specifically, the research's objectives are as follows:

1. To examine the relationship between vision and employees motivation among young graduates.
2. To examine the relationship between fear of missing out (FOMO) and employees motivation among young graduates.
3. To examine the relationship between transformational leadership and employees motivation among young graduates.

1.4 Research Question

The following research questions will be addressed in order to fulfil the goals and objectives of the study:

1. Will the vision and mission affects employees motivation?
2. Will the fear of missing out (FOMO) affect employees motivation?
3. Will the transformational leadership affect employees motivation?

1.5 Research Significance

The following are the significance of this study:

1. Company can effectively know how to boost the motivation of new hires so that the performance of the business can be raised to a higher level.
2. Employee unhappiness is decreased as a result of the company's improved ability to understand employee needs.

CHAPTER 2: LITERATURE REVIEW

2.0 Underlying theories

2.0.1 Hierarchy of Needs Theory

Maslow's theory posits that human needs may be organized into a hierarchical structure, with the most fundamental requirements at the base and the highest-level demands at the apex (Setiyani et al., 2019). According to Maslow's hierarchy of requirements, the fundamental human wants are categorized in the following order of significance: The hierarchy of needs proposed by Maslow consists of physiological needs (basic needs), security needs, affiliation needs or acceptability (social needs), esteem needs, and self-actualization. Understanding employee behaviour is beneficial for managers in effectively managing their workforce (Trivedi et al., 2019). Additionally, this practise aids managers in effectively delivering appropriate financial and non-financial incentives to their personnel. This ultimately contributes to enhancing the efficiency, production, and profitability of the firm.

2.0.2 Self-determination Theory

Based on the principles of self-determination theory (SDT), the promotion of employees motivation, engagement, and well-being is achieved through the fulfilment of three fundamental psychological needs: autonomy, competence, and relatedness (Xia et al., 2022). Based on Self-Determination Theory (SDT), the concept of autonomy

encompasses the inherent human need to possess a sense of personal agency, self-determination, and active involvement in the process of decision-making within the context of employment (Nazir et al., 2021). Competence refers to the perception of possessing expertise and proficiency in one's acts, whereas relatedness is a feeling of belongingness and interpersonal connection with others. When the aforementioned demands are met, employees will experience an improved state of well-being and will exert greater levels of effort with higher quality outcomes.

2.1 Review of variables

2.1.1 Employee Motivation

Motivation is a relevant term and an important workplace function (Reizer et al., 2019). As a result, engaging staff is a significant challenge in modern organizations. There has been a lot of research done on workplace motivation and how it might boost performance. Employee motivation is associated with an employee's motivation for working, amount of happiness, and attitude towards their jobs (Sitopu et al., 2021). Employee morale has an effect on workplace discipline, such as tardiness and absenteeism. The process of motivation, which generates enthusiasm and tenacity in seeking, can be either internal or external to the individual. At the start of the motivation process, a bodily or psychological need, shortfall, or desire sparks a behavior or drive towards a goal. Human resource management focuses on dealing with people at various levels and in various sectors, and it plays a critical role in effectively motivating employees (Hitka et al., 2019). Furthermore, all managers must be capable of leading and supervising. They should improve performance and support organization objectives. It is challenging because each generation has its own quirks and requirements. Each age has a significant impact on generational connections; young people value autonomy

and independence. Employee motivation influences how people approach work, tasks, and projects. Motivation has a considerable detrimental impact on job happiness and performance (Hajiali et al, 2022). The effects of low employee motivation on job satisfaction and performance cannot be separated from those of low job satisfaction and poor employee performance. Employees require a consistent supply of passion, motivation, and support to perform, relate to others, and grow or develop at work. Employees appear to be less motivated as a result of unmet existence, living, physiological, and family needs, as well as unmet social demands for social engagement and connection needs. Work, productive, and creative requirements must be fulfilled in order to realize growth needs. This is the fundamental reason why employees are dissatisfied with their work and underperform. People that are inspired and excited about their work give it their all, and as a result, productivity rises (Uka et al., 2021). In a highly competitive business environment, therefore, a combination of economic performance and worker productivity may result in organizational sustainability. Many elements influence an employee's motivation, which can be classified into two groups: those related to personal goals and those related to organizational goals. A sense of passion motivates most employees to effectively finish good job in order to accomplish their own personal and organizational goals.

2.1.2 Vision and mission

According to Rasool et al. (2021), an engaged employee is one who feels that the organization's vision and mission are well-balanced and emotionally related. These elements represent and guide an employee's involvement in the organization's goals. A driven worker will contribute with a forward-thinking approach, improving the standing and value of the company. According to one article, employees are more inventive and creative when their managers encourage and support original ideas, provide a sense of positive challenge, and communicate an innovative vision (Li et al.,

2020). The extent of an employee's commitment to an organization's goals or vision has been recognized as a key factor in predicting their decision to stay or leave (Al-Jabari et al., 2019). Communication of concepts, such as vision or values, is critical because it explains employee roles and increases their commitment, which is the organization's core goal, which is to continuously express the promise to employees (Lee & Suh, 2022). The literature also underlines the need of leaders communicating consistently through their actions and instilling company values and visions in their employees. A mission statement, which frequently embodies the organization's values, visions, and ambitions, is one of the most essential strategic tools that management may use to align staff attitudes and behaviors. Members will be more focused and experience less job ambiguity if they agree on the ideal future state for their company (Sun et al., 2019). As a result, favorable job outcomes such as organizational commitment and a low tendency to leave are achieved. People who have a strong vision also act more charitably and cooperatively because they have a clear awareness of their responsibilities and contexts.

2.1.3 Fear of Missing Out (FOMO)

FOMO, or the fear of missing out, is a psychological condition marked by individuals becoming concerned and preoccupied with the possibility of losing connection with social events, experiences, and connections in their immediate surroundings (Lau et al., 2022). This psychological illness is frequently triggered by emotional discomfort caused by a sensation of exclusion or leaving out as a result of not being part in the engaging activities that their peers are engaged in via social media platforms. Individuals who are afraid of losing out frequently have a strong desire for social inclusion. As a result, people' motivation to engage in social interactions with the goal of creating interpersonal ties may be influenced by the need for validation and social approval from their peers. According to this theory, those who have a strong fear of

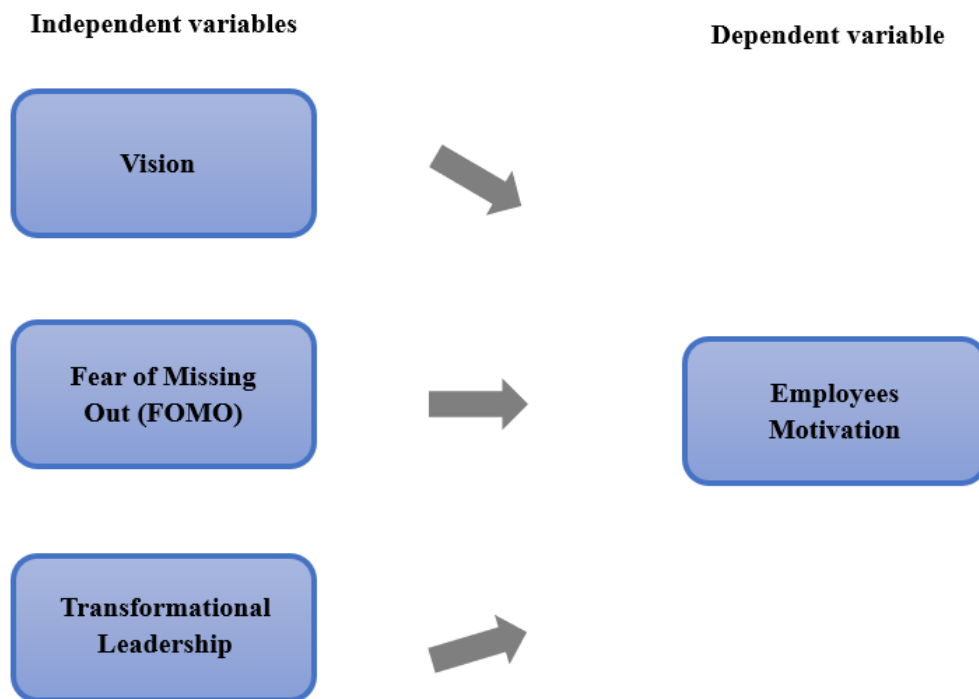
missing out (FOMO) will have a higher degree of motivation. Furthermore, scholarly research has shown that the visibility of communication can induce employees to engage in knowledge concealment due to their fear of losing their distinct competencies, reputation, or competitive advantage, while emphasizing the importance of knowledge as a pivotal source of power (Van Zoonen et al., 2022). The process of publicly displaying one's acquired knowledge, which has been gathered over time through personal accomplishments and disappointments, has the potential to lessen the impact derived from owning exclusive knowledge. Individuals may be concerned about probable social marginalization, criticism, and a failure to keep up with current events and information. It is critical to develop techniques that effectively stimulate individuals' drive to demonstrate their abilities and achievements in order to increase their motivation to engage in self-promotion. Nonetheless, existing measures generally focus on situations involving interpersonal connections, such as feeling worried after realizing that one's friends are having fun without them (Budnick et al., 2020). Alternatively, these metrics may include a broad fear that others are engaging in more gratifying activities than oneself. Despite the absence of inherent delight, the availability of many item types provides a barrier when attempting to convert these experiences to potentially gratifying work interactions within the employment setting. FOMO at work is associated with two types of exclusion (Zimianiti, C., 2023). The first type is relational exclusion, which includes employees' concerns about missed networking opportunities and their inability to retain business relationships, both of which may have a negative impact on their connections to the corporate world. The second type of exclusion is informational exclusion, which involves employees' concerns about being unaware of vital social or work-related knowledge inside a group. Low conscientious individuals often lack drive, avoid difficult activities, and struggle with diligence (Lombardo, G., 2022). This is because persons with low conscientiousness may be careless with their schedules, unable to efficiently organize their time, and misallocating resources. They may have to catch up on unfinished chores as a result of their lack of planning, which may prevent them from taking advantage of networking opportunities with coworkers and may enhance their sensation of office

FOMO. People are more driven to interact with their coworkers and jobs when their FOMO levels rise.

2.1.4 Transformational leadership

The leader can identify each employee's strengths and limitations by assessing their capacities and potential in order to inspire them to perform harder and with greater responsibility (Bastari et al., 2020). It is consistent with the view that transformational leaders are capable of analyzing each subordinate's competence to carry out a task while simultaneously contemplating the possibility of raising subordinates' obligations and authority. Transformational leaders are supposed to influence their followers' creativity by stimulating their brains and providing as examples of creative thinking and unconventional behavior (Virgiawan et al., 2021). Transformational leadership encourages intellectual thinking, which encourages employees to think beyond the box and, as a result, they become more devoted to effectively fulfilling the organization's objective (Li et al., 2019). Transformational leaders are frequently described as persons who skillfully engage with others in such a way that both the leader and the follower are elevated to a higher level of motivation and ethical behavior (Luo et al., 2019). This leadership style entails empowering and inspiring staff to realize a new plan or vision with their subordinates. Transformational leaders create an environment that supports employee motivation, knowledge development, the interchange of ideas, and the investigation of novel methods to issue solutions (Shafi et al., 2020). Organizations that nurture employee creativity with the goal of translating ideas into unique products and services can gain a market advantage.

2.2 Conceptual framework



2.3 Hypotheses development

H1: Vision and mission has a relationship on employees motivation among young graduates.

H2: Fear of Missing Out has a relationship on employees motivation among young graduates.

H3: Transformational leadership has a relationship on employees motivation among young graduates.

CHAPTER 3: RESEARCH METHODOLOGY

3.0 Introduction

In the third chapter, the application of the research design will be covered first, and then the data collection techniques will be offered. There will be a detailed explanation of the sample size, sampling frame, and sampling design used in this study. Finally, the researchers will describe the data processing and data analysis methodology.

3.1 Research design

In general, research design demonstrates the proper method to gather and analyze pertinent data for the study. Use the "blueprint" of the research design to restrict as much as possible the potential sources of interference with the study's effectiveness. As a result, it offers a thorough grasp of the relationships between various factors that may have an impact on young graduates' enthusiasm to work. the kind of research techniques that utilized quantitative analysis. Descriptive research design is one of three different types of research designs that are available. In order to analyze the research findings, the quantitative research approach requires the researchers to gather data that can be quantified. The quantitative research approach was chosen for this study in order to explain, test, and assess the research objectives through the distribution of questionnaires. In order to exhibit the data in an organized manner, the quantitative research technique focuses on the application of statistical, mathematical, and computational methods. Due to the emphasis on descriptive expressions in the form of narrative, text, and visuals, the researchers decided against using the qualitative research method. Face-to-face interviews and observations are two examples of how

the qualitative research methodology gathers data.

3.1.1 Quantitative research

By gathering measurable data and then using statistical, mathematical, or computer approaches to analyze the data, quantitative research entails a structured and methodical analysis of phenomena (Kandel, B., 2020). Through online surveys, polls, and questionnaires, this research strategy often uses sampling to get data from both current and potential clients. In the social sciences, quantitative outcome research is frequently used to investigate the amount under study using mathematical frameworks and ideas. This study methodology yielded unbiased, statistically sound, and logical results. Usually, systematic procedures are used to gather data from larger, representative samples of the population.

3.1.2 Causal research

The purpose of a causal research design is to investigate the potential of causation between variables (Pandiangan et al., 2021). This research study uses a causal research design because it can be used to pinpoint cause-and-effect relationships. The researchers used causal research to assess the relationship between the four independent variables and the dependent variable they presented, employee motivation, in order to gain a deeper knowledge of the phenomenon under study—vision and mission, fear of missing out (FOMO), and transformational leadership. The goal of causal research is to understand the relationship between variables by analyzing a specific circumstance or issue. The descriptive research design will not be used in this study because it is better suited for defining a particular group's viewpoint, behavior, or way of thinking than it is for demonstrating definitively how two variables are related to one another

causally. Additionally, the exploratory research strategy is not appropriate for this study because it is typically utilized in situations with limited knowledge or a high degree of uncertainty.

3.2 Sampling design

3.2.1 Target population

Recent college graduates between the ages of 22 and 30 who are in their first few years of employment are this study's target audience. These people's experiences and motives are especially relevant to the research question because they are probably juggling the move from education to the workforce. Recent graduates who have started working are likely to have new viewpoints and experiences, making their observations helpful for comprehending the dynamics of the modern workforce. This timely nature guarantees that the research findings are representative of the current employment environment and labor market. Therefore, this study targeted populations consisted between the ages of 22 and 30 who are enter into their working after graduation.

3.2.2 Sampling location and Sampling frame

The researchers' task of gathering the necessary data from each component will never be simple. Sampling can help it cut back on expenses, time, and labor. This study mainly distributed questionnaire to company who had hire intern are more probably hire same people after they graduates in Malaysia. People who recently started working after graduating were chosen to represent the target demographic in this study. They were chosen for this study with the intention of discovering the factors that might

unquestionably encourage or demotivate employees among recent grads.

3.2.3 Sampling element

The collection of items from which the sample can be taken is essentially what is meant by the term sampling element. People who are just working for the first several years after graduating make up the sampling element for this study. People who have been employed for a long time, or more than three years after graduating, were disqualified due to time and financial constraints. The companies who had hired interns were given the questionnaires because they were more likely to hire graduates. This is because the researchers' goal in conducting the questionnaire survey was to investigate how various factors can affect employees' motivation given that they only spend a brief time in the workforce. The employees who answered the questionnaires varied in age, gender, level of education, monthly income, and race.

3.2.4 Sampling size

The sample size for this exploration study is made up of 119 respondents. A-priori Sample Size Calculator for Multiple Regression will be utilized as the way to determine the required sample size. In this study, there are three independent variables employed. It provides a sample size of 119 using the G-Power calculator. Since 0.15 is regarded as medium for this study, that is the expected effect size (f^2). A statistical test called linear multiple regression will be run to see what influences employee productivity. Results will be deemed reliable if the alpha error is less than 0.05 and takes into account the working environment, welfare amenities, and technological innovation.

3.2.5 Sampling technique

The researchers used snowball sampling, one of the non-probability sampling techniques, for this study. Since the study's target respondents are recent grads, the researchers had to employ non-probability sampling because they couldn't find any specific locations or businesses where people could fill out the survey. Snowball sampling is employed with hidden or isolated groups, whose members are unlikely to be located without assistance from a well-known person who, over time, will come to trust you and refer to others in their network (Mweshi & Sakyi, 2020). Researchers have devised a quantitative version of snowball sampling to facilitate their access to difficult-to-reach populations. The study was to find one young graduates who would then help us find more relevant young graduates to fill out this survey. Obtaining information quickly and effectively might be made possible by doing this.

3.3 Data collection method

The process of gathering data involves using a number of techniques to compile, prepare, and utilize the fundamental data obtained from respondents or other helpful sources. The hypothesis and research question are based on the information gathered from the questionnaire.

3.3.1 Research instrument

For this study, the researchers used a questionnaire to gather primary data from the respondents—employees among young grads. A questionnaire is just a list of multiple-choice questions and their corresponding answers. It is necessary for respondents to

select the answer using their own discretion. A questionnaire is simple for respondents to understand and complete. It's also a method that researchers employ to obtain first-hand data from respondents for a subsequent study. Because of this, a well-crafted questionnaire helps meet research objectives and collect accurate data.

3.3.2 Design of Questionnaire

The survey instruments are examined in the current study with two primary goals in mind: It is best to start by researching the connections between different components and the impact of employee motivation. Secondly, the collection of data on respondents with different attributes may be utilised to understand differences across different categories. The instrument survey is divided into two portions. Section 1 includes many identities and demographic data. This section will collect information about the respondent's gender, age, race, monthly income, and level of education. Section 2 contains latent variables that are significant to the current investigation. These factors include transformational leadership, vision and mission, fear of missing out (FOMO), and employee motivation. The part of this study that was conducted used research that had already been done and previously used questionnaires. The investigation's scope was determined by consulting written literature and previously released research. Employee motivation was the first variable in the study, and Rizwan et al. (2014) provided six items for it. The following variable, vision and mission, has four components that are drawn from Vinh et al. (2022), van Tuin et al. (2020), and Engidaw (2021). The study by Budnick et al. (2020) had ten items that were considered as examples of FOMO. Referring to Chauhan et al. (2019), the second variable was transformative leadership, which had five elements.

3.3.3 Primary data

Primary data are those that are gathered for the first time and are unique in nature, whereas secondary data are those that were gathered by someone else in earlier studies and have undergone statistical processing. Primary data were acquired as the basis for the investigation and study in this research. Through the use of questionnaires, the primary data sources were gathered. In 3 weeks, the data collection process was finished. A survey is a type of research method where a sample is questioned, interviewed, or has their behavior monitored and described in some way.

3.3.4 Pilot test

Before beginning the complete study, it is critical to conduct a pilot test to assess the questionnaire's internal consistency and reliability. It evaluated the respondents' comprehension of the questions and the relevance of the ones included in the questionnaires. Additionally, the purpose of a pilot test is to determine the typical time required for respondents to complete the questionnaire and to make sure that there will be no misunderstandings caused by the questions. Researchers can determine bias and inaccuracies in the questionnaires from the pilot test. Additionally, prior to performing the actual survey, the results from the pilot test assist researchers in determining the validity, reliability, and correctness of the questionnaires. According to Nawi et al. (2020), the minimum number of participants needed for the pilot study to be considered a valid sample size is 30. Young graduates in their first few years of employment received 30 sets of questions from the researchers. All of the respondents' responses were provided voluntarily, and they provided the researchers with their completed questionnaires right away. Each respondent takes about 10 minutes to complete the questionnaire on average. Following the completion of the data collection, the results were produced using SPSS software to assess the reliability of the questionnaires. The

researchers' preferred method for assessing the internal consistency of variables is Cronbach's Coefficient Alpha. According to Table 3.4, which is presented below, the strength is based on the alpha value. Besides, Table 3.5 shows the result of this study reliability test. The highest Cronbach's Coefficient Alpha values are Employee Motivation and Fear of Missing Out (FOMO) which are 0.906 and 0.972 respectively. Also, the Cronbach's Coefficient Alpha value of Vision and mission and Transformational leadership are 0.823 and 0.815 respectively.

Table 3.1: The Rule of Thumb of Cronbach's Coefficient Alpha

Cronbach's Coefficient Alpha (α) Value	Strength of Association
Less than 0.6	Poor reliability
0.6 to 0.7	Fair reliability
0.7 to 0.8	Good reliability
0.8 to 0.95	Excellent reliability

Table 3.2: Summary of Reliability Test Result (Pilot Study)

Variables	Number of Items	Cronbach's Coefficient Alpha	Strength of Reliability
Dependent Variable:			
Employee Motivation	6	0.906	Excellent
Independent Variable:			
Vision and mission	4	0.823	Excellent
Fear of Missing Out (FOMO)	10	0.972	Excellent
Transformational leadership	5	0.815	Excellent

Source: Developed from SPSS software

3.3.5 Likert-scale Rating scale

A Likert-scale is a sort of survey question format that evaluates opinions, attitudes, or behaviors by giving a statement or question and allowing respondents to select from a list of five or seven response alternatives that most accurately reflect their level of agreement or sentiment about the subject. This scale, which has a variety of options, is good at capturing more complex responses. This information was gathered using a structured questionnaire that was created using items from previously published literature. The options on the questionnaire ranged from "strongly disagree" (given a value of 1) to "strongly agree" (assigned a value of 5), and were scored on a five-point rating scale.

3.3.6 Data checking

Data checking comes first in the processing of data. Data verification aims to prevent errors like missing questionnaire answers. Making sure the responder accurately and completely fills out the entire questionnaire also aids the researcher. Every questionnaire that is gathered is reviewed by the researchers to ensure that any that are invalid or incomplete are discarded. To guarantee the outcome is accurate, this is done.

3.4 Proposed data analysis tool

This study analyses were carried out using SPSS (Statistical Package for Social Sciences) computer software. To emphasize that the data solely serve as proof of dependability, SPSS is used to calculate reliability. Additionally, this study also examined multicollinearity test to raise the accuracy and dependability of regression

analysis. This contributes to more reliable and accurate predictive or explanatory models by ensuring that the estimated coefficients are stable, understandable, and reflect the actual relationships between the independent factors and the dependent variable.

3.4.1 Multicollinearity test

It is important to confirm that there is no collinearity issue before moving on to analyse the study's hypotheses because this issue arises from a high correlation between two independent variables. If there is a collinearity issue, this indicates that the slopes of the first independent variable and the second dependent variable intersect. The presence of this issue (collinearity) makes it impossible to gauge the magnitude of each independent variable's influence on the dependent variable. There is no association between the variables when the VIF is 1, moderate correlation when it is between 1 and 5, and substantial correlation when it is between 5 and 10. This suggests that the multicollinearity test's approved outcomes are 1 and 5.

3.4.2 Descriptive analysis

A descriptive survey design was used for the investigation. To obtain precise data that provides a detailed description of an existing occurrence, descriptive surveys were employed. To compile the responses they received from respondents who serve as a representative sample of the general population, the researchers employ a simple statistic. It is a technique for turning raw data into information that researchers and readers can understand with ease. After then, the acquired data will be graphically shown as a table, bar chart, pie chart, or histogram. In this study, the data set was examined using a percentage analysis. In Section A of the questionnaire, there are five

questions requesting demographic data from respondents that must be examined. The following categories will be tested: gender, race, age, degree of education, and monthly income.

3.4.3 Inferential analysis

This study uses inferential analysis to test hypotheses and assess if the observed differences or relationships in the sample are likely to hold true for the overall population, inferential analysis is used. Inferential analysis evaluates the strength of the evidence for or against a null hypothesis by comparing sample data to the null hypothesis. The particular research topic and the data being examined will determine the test to be used, the significance level, and how the results should be interpreted.

3.4.4 Pearson Correlation Coefficient analysis

One of the most important tools for assessing the comparability of various data variables is the Pearson correlation coefficient (Zhu, H. et al., 2019). It has a value between [-1,1]. The correlation coefficient changes completely from being wholly positive to entirely negative as it reaches -1. Depending on the correlation coefficient's absolute value, it suggests that the relationship is stronger or vice versa. The Pearson Correlation Coefficient is used to show the directions, strength, and significance of the linear relationship between two variables. The information obtained from the Pearson Correlation Coefficient in this study is significant for examining the relationship between the dependent variable, young graduates' employee motivation, and the independent variables, vision and mission, fear of missing out (FOMO), and transformational leadership.

3.4.5 Multiple Regression analysis

Regression models are statistical methods for determining the line of data that best fits the data in order to determine the relationship between variables (Baek et al., 2020). These models can be used to calculate the impact of changing one independent variable on another. Regression analysis in the form of multiple linear regression involves two or more independent variables. This method assists in assessing the degree of correlation between the independent and dependent variables. Additionally, it aids in determining which of vision and mission, fear of missing out (FOMO), and transformational leadership is the most effective predictor of employee engagement.

3.5 Construct Measurement

Nominal, ordinal, ratio, and interval scales were all included in the level of measurement. However, the ratio scale is not used in this study. This study talk specifically about the many sorts of scales employed in this study questionnaire.

3.5.1 Nominal scale

This kind of scale can be thought of as the fundamental level of measurement that enables the researchers to classify people or things into several categories or groupings. The categories lack a distinct origin, order, or distance. Dichotomous scale and categorical scale are other names for the nominal scale. A dichotomous scale offers just two options, such as gender (male or female). There are more than two categories available on a categorical scale, including those for hair colour (blonde, brown, brunette,

red, etc.). As a result, the respondent has an easy time selecting an answer from the mutually exclusive classes or groupings. The researchers can obtain some fundamental and categorical personal information from nominal scale, such as gender. One question in Section A of the questionnaire for this study, pertaining to gender and race, uses a nominal scale. The nominal scale example is displayed below:

Gender:

Male

Female

3.5.2 Ordinal scale

In essence, the ordinal scale is comparable to the nominal scale in that it divides subjects into many classes or groups. The distinction between the two is that an ordinal inquiry involves a rank or order within the classes or groups. Ordinal scales are used as ranking scales to display order without displaying the gap between levels. Three questions in Section A of this study questionnaire were designated as having an ordinal scale. the respondent's age, monthly income, and degree of education, for instance. The ordinal scale example is as follows:

Education:

Secondary school (SPM)

Degree

Foundation

Master

Diploma

Others

Professional qualification

3.5.3 Interval scale

An interval scale typically possesses the qualities of both the nominal and ordinal scales that were previously stated. The interval scale, on the other hand, allows the researcher to display the order of groups by employing an equal distance between the scale's points. Five-point Likert scale ratings were used in the research questionnaire to indicate the degree of respondents' opinions. The scale from 1 to 5 was used in the questionnaire to gauge how much each respondent agreed or disagreed with each statement. The provided five-point scales are given:

1=Strongly Agree (SA)

2=Agree (A)

3=Neutral (N)

4=Disagree (D)

5=Strongly Disagree (SD)

Reduce confusion and strain on respondents by using the proper number of scales to indicate the answers to interval scale questions. The interval scale example is displayed as follows:

Employees motivation	SD	D	N	A	SA
I feel a sense of personal satisfaction when I do this job well.	1	2	3	4	5

The types of scales applied by the questionnaire are listed below:

Table 3.3: Types of Scales used in Questionnaire

Section A	Number of Question	Type of Scales
Q1 Gender	1	Nominal scale

Q2	Age	1	Ordinal scale
Q3	Race	1	Nominal scale
Q4	Monthly income	1	Ordinal scale
Q5	Education	1	Ordinal scale

Section B

Part 1	Employees Motivation	6	Interval scale
Part 2	Vision and mission	4	Interval scale
Part 3	Fear of Missing Out (FOMO)	10	Interval scale
Part 4	Transformational Leadership	5	Interval scale

Source: Developed for the research

Table 3.4: Sources of Questionnaire's Questions

Variables	Questions	Sources
Employees Motivation	I feel a sense of personal satisfaction when I do this job well.	Rizwan, M., Tariq, M., Hassan, R., & Sultan, A. (2014, July 2). A Comparative Analysis of the Factors Effecting the Employee Motivation and Employee Performance in Pakistan. International Journal of Human Resource Studies, 4(3), 35. https://doi.org/10.5296/ijhrs.v4i3.5873
	My opinion of myself goes down when I do the job badly.	
	I take pride in doing my job as well as I can.	
	I feel unhappy when my work is not up to my usual standard.	
	I like to look back at a day's work with a sense of a job well done.	
	I try to think if ways of doing my job effectively.	
Vision and mission	There is a clear orientation towards where we are	Vinh, N. Q., Hien, L. M., & Do, Q. H. (2022, November 11). The

	going.	Relationship between
	Have a clear idea of what is going on in the company	Transformation Leadership, Job Satisfaction and Employee Motivation in the Tourism Industry. <i>Administrative Sciences</i> , 12(4), 161. https://doi.org/10.3390/admsci12040161
	The mission and vision inspires me.	van Tuin, L., Schaufeli, W. B., Van den Broeck, A., & van Rhenen, W. (2020, September 18). A Corporate Purpose as an Antecedent to Employee Motivation and Work Engagement. <i>Frontiers in Psychology</i> , 11. https://doi.org/10.3389/fpsyg.2020.572343
	The mission of my company make me feel my job is important	Engidaw, A. E. (2021, November 1). The effect of motivation on employee engagement in public sectors: in the case of North Wollo zone. <i>Journal of Innovation and Entrepreneurship</i> , 10(1). https://doi.org/10.1186/s13731-021-00185-1
Fear of Missing Out (FOMO)	I worry that I might miss important work-related updates.	Budnick, C. J., Rogers, A. P., & Barber, L. K. (2020, March). The fear of missing out at work: Examining costs and benefits to employee health and motivation. <i>Computers in Human Behavior</i> , 104, 106161.
	I worry that I will miss out on valuable work-related information.	
	I worry that I will miss out	

	<p>on important work-related news.</p> <p>I worry that I will miss out on important information that is relevant to my job.</p> <p>I worry that I will not know what is happening at work.</p> <p>I get anxious that I will miss out on an opportunity to make important business connections.</p> <p>I am constantly thinking that I might miss opportunities to strengthen business contacts.</p> <p>I am constantly thinking that I might miss opportunities to make new business contacts.</p> <p>I worry that I will miss out on networking opportunities that my coworkers will have.</p> <p>I fear that my coworkers might make business contacts that I won't make.</p>	<p>https://doi.org/10.1016/j.chb.2019.106161</p>
<p>Transformational Leadership</p>	<p>Every time my boss give me an understanding of the importance of work ethic values.</p> <p>My boss always believe that I can complete the work targeted at me.</p>	<p>Chauhan, R., Ali, H., & Munawar, N. A. (2019, November 30). BUILDING PERFORMANCE SERVICE THROUGH TRANSFORMATIONAL LEADERSHIP ANALYSIS,</p>

	My boss always gives direction on the quality of work.	WORK STRESS AND WORK MOTIVATION (EMPIRICAL CASE STUDY IN
	My boss was able to solve problem in a way I had never thought of before.	STATIONERY DISTRIBUTOR COMPANIES). <i>Dinasti</i>
	My superior always provide opportunities to correct mistakes made at work.	<i>International Journal of Education Management and Social Science</i> , 1(1), 87–107. https://doi.org/10.31933/dijemss.v1i1.42

3.6 Conclusion

The researchers gave a brief explanation of the overall idea of the research methodology. The research design is employed at the start of the chapter. After that, the sample design and data collection technique were looked at. The measurement of the structures made it clearer how the researchers use questionnaires to collect data. Data analysis and processing was the last topic covered. The information extracted from the source data and the sampling procedure were also described in depth by the researchers. The conclusions of this investigation will be emphasised in the upcoming chapter.

CHAPTER 4: DATA ANALYSIS

4.0 Introduction

The analysis and description of the data from both descriptive and inferential analysis are the main topics of the fourth chapter. Data were gathered from 119 young Malaysian graduates who answered the survey. The SPSS programme is used to create the data. A pie chart and table are used to provide a detailed interpretation of the survey data. As a result, this chapter offers a thorough knowledge of the connection between the independent (Vision and mission, Fear of Missing Out (FOMO), and Transformational Leadership) and dependent variables (Employees Motivation).

4.1 Descriptive Analysis

In a descriptive analysis, researchers use basic visual aids like tables, pie charts, and bar charts to condense and analyse the data they have gathered in order to make the respondents' demographic profile easily understandable.

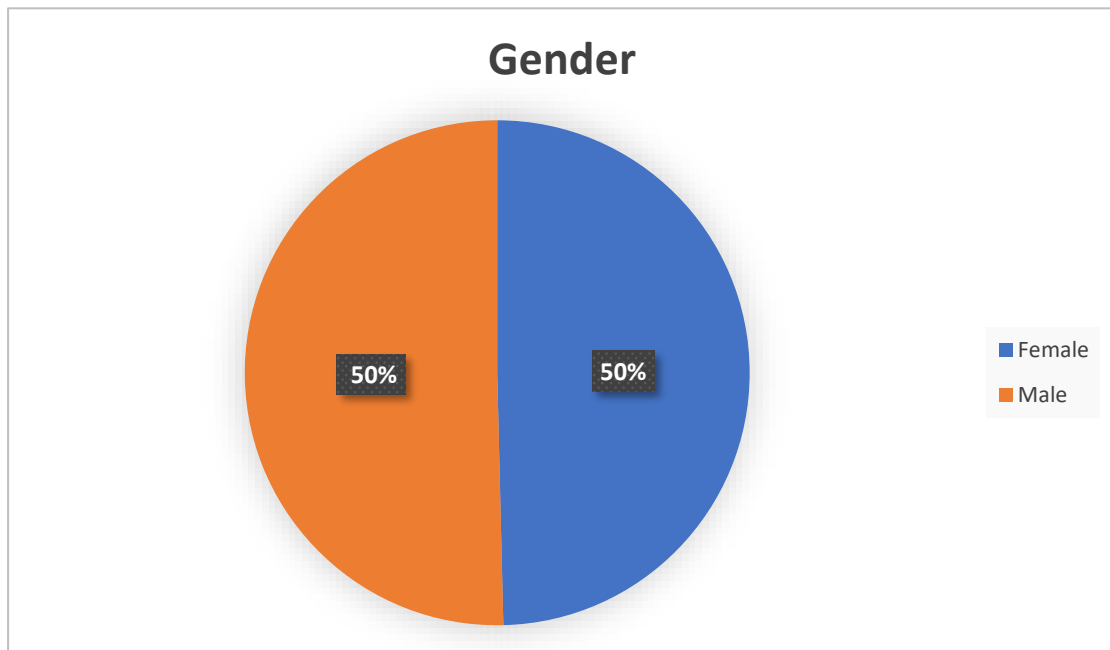
4.1.1 Respondent Demographic Profile

The demographic profile of the survey participants, including their gender, race, age, and degree of education was provided for this study.

4.1.1.1 Respondents' Gender

Table 4.1 and Figure 4.1 indicate the gender of the respondents. 64 respondents, or 50% of the total N=130 respondents in the survey are female, while 65 respondents, or 50% of the total, are male.

Figure 4.1: Gender



Source: Developed for the research

Table 4.1: Gender

		Gender			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid		1	.8	.8	.8
	Female	64	49.2	49.2	50.0
	Male	65	50.0	50.0	100.0
	Total	130	100.0	100.0	

4.1.1.2 Respondent's Race

Table 4.2 and Figure 4.2 present the respondents' racial data. Chinese respondents made up the mode of race out of a total of 130 respondents (49%), or 64 respondents. Additionally, 37 respondents (29%) are Indian, and 29 respondents (22%) are Malay.

Figure 4.2: Race

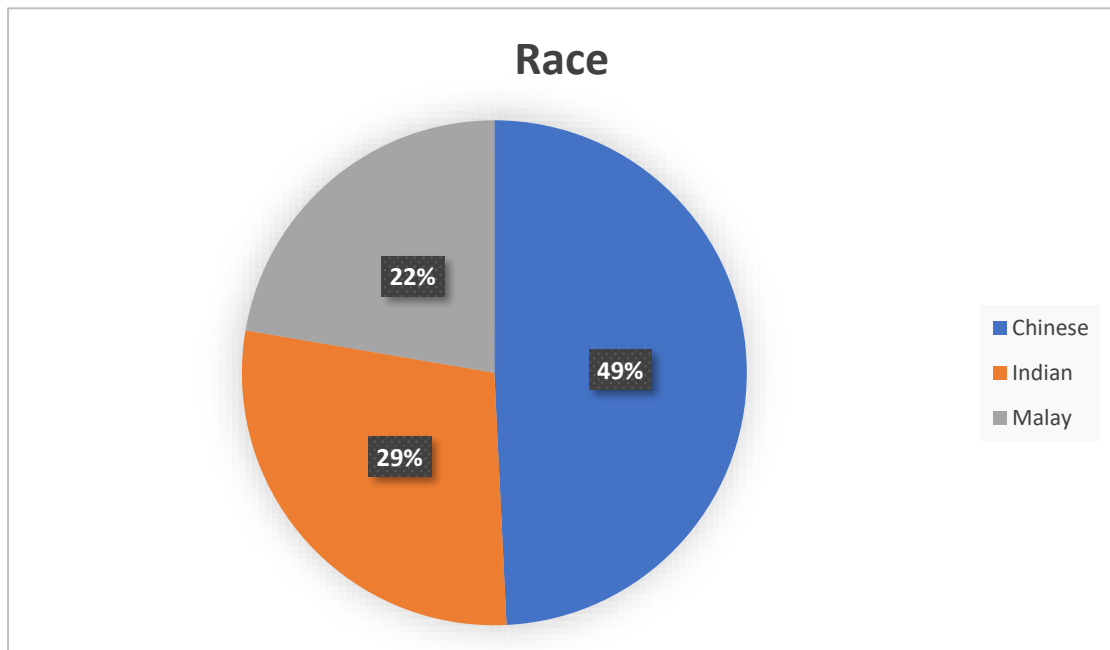


Table 4.2: Race

		Race			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Chinese	64	49.2	49.2	49.2
	Indian	37	28.5	28.5	77.7
	Malay	29	22.3	22.3	100.0
	Total	130	100.0	100.0	

4.1.1.3 Respondents' Age

Data on respondents' ages are displayed in Figure 4.3 and Table 4.3. The age range of 98 respondents (76%) out of the total of 130 respondents falls between 22 and 24 years old. Additionally, 16 respondents (12%) between the ages of 25 and 27 years old, while the remaining respondents (16 respondents) are between the ages of 28 and 30.

Figure 4.3: Age

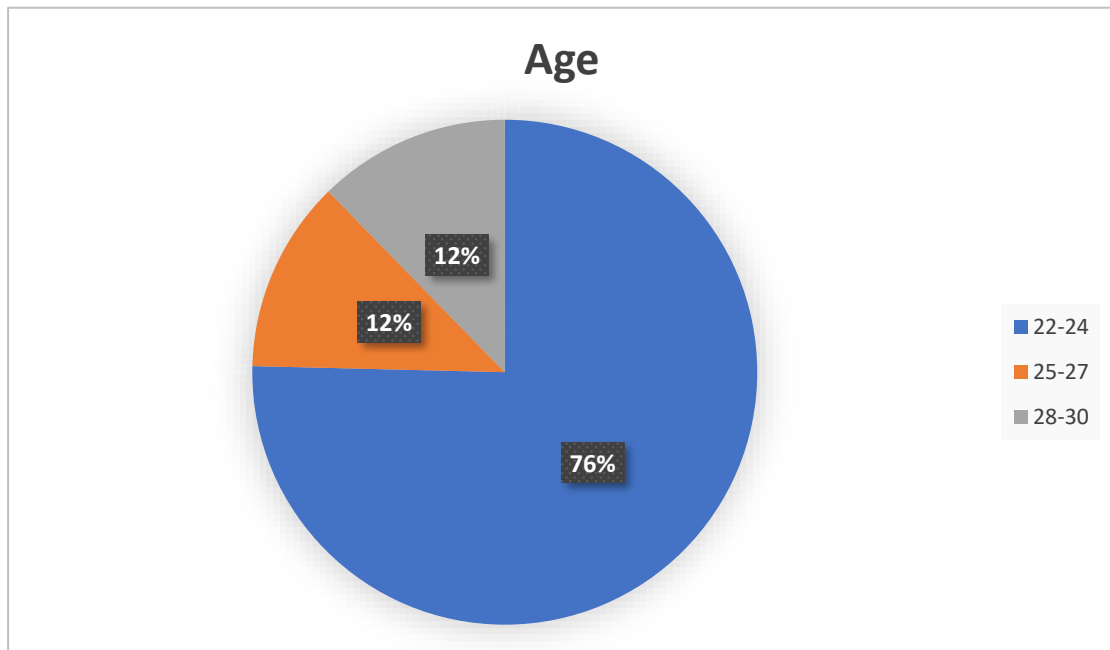


Table 4.3: Age

		Age			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	22-24	98	75.4	75.4	75.4
	25-27	16	12.3	12.3	87.7
	28-30	16	12.3	12.3	100.0
Total		130	100.0	100.0	

4.1.1.4 Respondents' Education Level

Table 4.4 and Figure 4.4 present the respondents' educational attainment data. Among the 130 responders in total, 72 (55%) had a bachelor's degree, which is the mode of education level. Of the responders, 31 have a diploma (24%), 5 have a foundation (4%), 11 have a master's degree (9%), 8 have an SPM or STPM (6%), and 3 have a Professional Qualification (2%).

Figure 4.4: Education

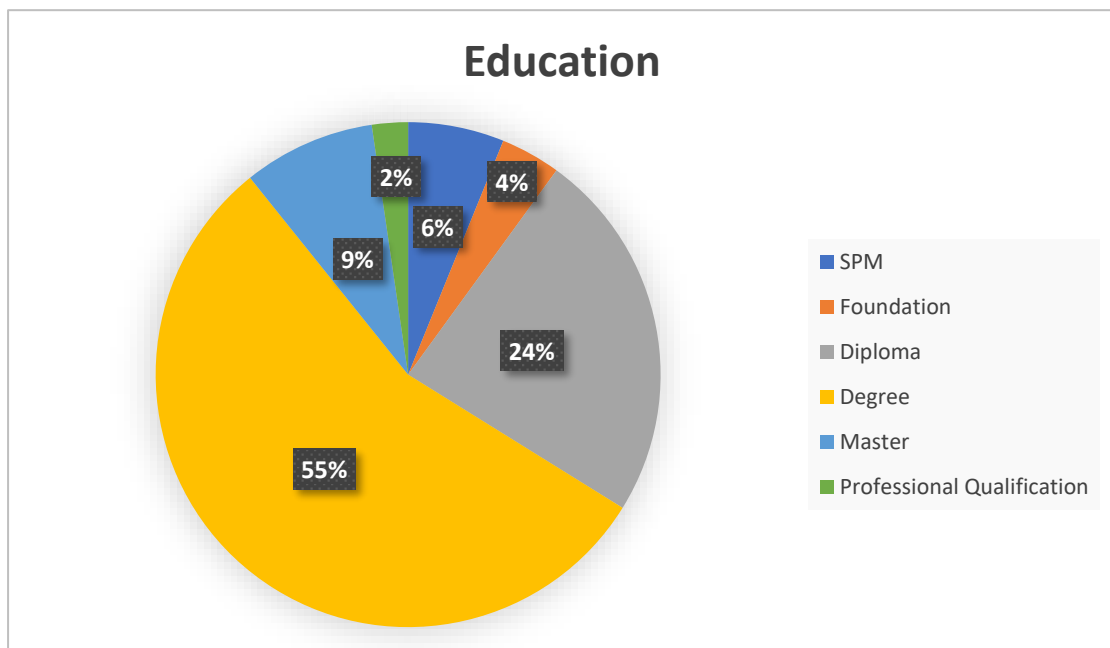


Table 4.4: Education

		Education			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Degree	72	55.4	55.4	55.4
	Diploma	31	23.8	23.8	79.2
	Foundation	5	3.8	3.8	83.1
	Master	11	8.5	8.5	91.5
	Professional qualification	3	2.3	2.3	93.8
	Secondary school (SPM)	8	6.2	6.2	100.0
	Total	130	100.0	100.0	

4.1.1.5 Respondents' Salary

Table 4.5 and Figure 4.5 present the respondents' salary data. Among the 130 responders in total, 19 (55%) had a RM1500 until RM2500 salary. Of the responders, 43 have a RM2600 until RM3500 salary (24%), 24 have a RM3600 until RM4500 salary (4%), 11 have a RM4600 until RM5500 salary (9%), 6 have an above RM5500 salary (6%), and 27 have a below RM1500 salary (2%).

Figure 4.5: Salary

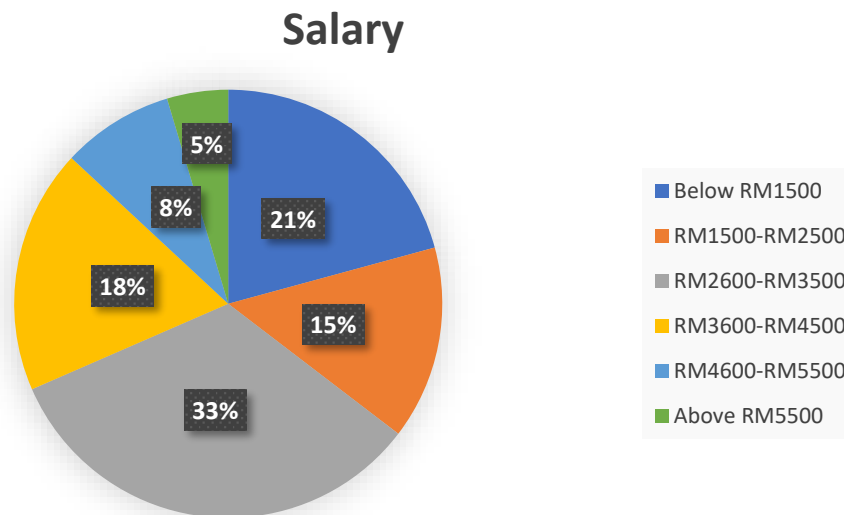


Table 4.5: Salary

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1500-2500	19	14.6	14.6	14.6
	2600-3500	43	33.1	33.1	47.7
	3600-4500	24	18.5	18.5	66.2
	4600-5500	11	8.5	8.5	74.6
	Above 5500	6	4.6	4.6	79.2
	Below 1500	27	20.8	20.8	100.0
Total		130	100.0	100.0	

4.1.2 Central Tendencies Measurement of Constructs

Using a 5-point Likert-type scale that went from "strongly disagree" (1) to "strongly agree" (5), all the constructs were evaluated. The highest mean of all the constructs, 4.6708, is shown in Table 4.6 for employees motivation; this indicates that the average degree of agreement for motivations leans towards "agree." Furthermore, the vision and mission has the lowest mean (4.5519), suggesting that average responses lean somewhat in the direction of "agree." Finally, the means scores for the remaining constructions are marginally towards "agree," indicating a similar level of agreement. Overall, all conceptions have average levels of agreement that fall within the range of "agree."

Table 4.6: Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
MEAN_EM	130	1.00	5.00	4.6708	.53287
MEAN_VM	130	1.00	5.00	4.5519	.64075
MEAN_FM	129	2.70	5.00	4.6426	.48938
MEAN_TL	130	1.20	5.00	4.5600	.61121
Valid N (listwise)	129				

Source: Data generated by SPSS Statistic 18 for research

4.2 Inferential Analysis

4.2.1 Multiple Linear Regression Analysis

According to Table 4.7, the three independent variables (vision and mission, fear of missing out, and transformational leadership) account for 48% of the variability in employee motivation since the R-Square is 0.480. Besides, 52% of the variations in employee motivation can be attributed to unidentified causes.

Table 4.7: Multiple Linear Regression Analysis (Model Summary)

Model Summary									
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	R Square Change	Change Statistics			Sig. F Change
						F Change	df1	df2	
1	.693 ^a	.480	.468	.30957	.480	38.506	3	125	<.001

a. Predictors: (Constant), MEAN_TL, MEAN_VM, MEAN_FM

Source: Data generated by SPSS Statistic 18 for research

With a p-value of less than 0.001, the F-ratio value from the ANOVA is 38.506, as shown in Table 4.8. There is evidence of a statistically significant association between the three independent variables and the dependent variable, employee performance, as the p-value is less than the significance level of 0.05. Since the p-value falls below the conventional significance threshold of 0.05, it indicates statistically significant association between the three independent variables (vision and mission, fear of missing out, and transformational leadership) and the dependent variable which is employee motivation. Overall, the model is regarded as having a high degree of importance and being dependable in its ability to ascertain how these variables relate to one another.

Table 4.8: Multiple Linear Regression Analysis (ANOVA)

ANOVA ^a						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	11.071	3	3.690	38.506	<.001 ^b
	Residual	11.979	125	.096		
	Total	23.050	128			

a. Dependent Variable: MEAN_EM

b. Predictors: (Constant), MEAN_TL, MEAN_VM, MEAN_FM

Source: Data generated by SPSS Statistic 18 for research

According to Table 4.9's standardised coefficients (Beta), which are greater than those of the other two independent variables at 0.320, motives is the independent variable that most significantly influences the variation in employee motivation. This demonstrates that, when other independent variables in the model are held constant, transformational leadership has the greatest impact on respondents' intentions regarding overall employee motivation. Vision and Mission and Fear of Missing Out (FOMO) are the next most important factors, with beta values of 0.115 and 0.333, respectively.

Table 4.9: Multiple Linear Regression Analysis (Coefficients)

Coefficients^a						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.800	.274		6.558	<.001
	MEAN_VM	.087	.067	.115	1.302	.195
	MEAN_FM	.289	.088	.333	3.274	.001
	MEAN_TL	.253	.080	.320	3.151	.002

a. Dependent Variable: MEAN_EM

Source: Data generated by SPSS Statistic 18 for research

4.3.2 Pearson Correlation Coefficient Analysis

The Pearson's correlation analysis, as shown in Table 4.10 below, verified that employee motivation receives p-value less than 0.001 in relation for each of the independent variables (Vision and Mission, Fear of Missing Out, and Transformational Leadership). This shows that all of the correlations that were suggested between H1 and H3 have positive correlations and are significant at the 0.01 level (2-tailed).

Table 4.10: Pearson Correlations

Correlations

		MEAN_EM	MEAN_VM	MEAN_FM	MEAN_TL
MEAN_EM	Pearson Correlation	1	.666**	.644**	.740**
	Sig. (2-tailed)		<.001	<.001	<.001
	N	130	130	129	130
MEAN_VM	Pearson Correlation	.666**	1	.638**	.724**
	Sig. (2-tailed)	<.001		<.001	<.001
	N	130	130	129	130
MEAN_FM	Pearson Correlation	.644**	.638**	1	.743**
	Sig. (2-tailed)	<.001	<.001		<.001
	N	129	129	129	129
MEAN_TL	Pearson Correlation	.740**	.724**	.743**	1
	Sig. (2-tailed)	<.001	<.001	<.001	
	N	130	130	129	130

** . Correlation is significant at the 0.01 level (2-tailed).

Source: Data generated by SPSS Statistic 18 for research

4.4 Conclusion

Overall, by showing patterns of the results and analyses of the results that are pertinent and successfully satisfy all research questions and objectives, this chapter successfully achieved the goal of data analysis. Additional discussion of the discussions, conclusions, and consequences will be covered in the upcoming chapter.

CHAPTER 5: DISCUSSION, IMPLICATIONS, AND

CONCLUSION

5.0 Introduction

The main conclusions of the study will be discussed at the start of this chapter, followed by its implications. Subsequently, the study's limitations will be examined, succeeded by recommendations for further research. Finally, a resolution will bring it to a close.

5.1 Discussion of Major Findings

Based on the calculated outcome, the researchers will determine the state of the hypothesis. A positive sign on the p-value denotes a favourable association between the independent and dependent variables. P-value is used to determine whether or not the hypothesis should be accepted. When the independent variable fluctuations tend to be not significant with changes in the independent variables, the p-value is less than 0.05 (p0.05).

Hypotheses	Significant Level (P-value)	Results
H1: There is a relationship between vision and mission and employee motivations.	<0.001	Supported
H2: There is a relationship between fear of missing out (FOMO) and employee motivation.	<0.001	Supported
H3: There is a relationship between	<0.001	Supported

transformational leadership and employee motivation.		
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5.1.1 Vision and Employees Motivation

RO1: To examine the relationship between vision and mission and employee motivation among young graduate.

RO1: Will vision and mission affect the employee motivation among young graduate?

H1: There is a significant positive relationship between vision and mission and employee motivation.

The results indicate a significant correlation between vision and mission and employee motivation, as determined through multiple linear regression analysis. The p-value associated with vision and mission is less than 0.001, falling below the 0.05 threshold, indicating that vision and mission significantly influences the dependent variable. As a result, we accept the hypothesis H1. Findings are supported by Rasool, S. F. et al. (2019) that vision and mission is a crucial predictor in influencing employee motivation among young graduates person.

5.1.2 Fear of Missing Out (FOMO) and Employees Motivation

RO2: To examine whether there is a significant relationship between fear of missing out (FOMO) and employee motivation among young graduates.

RQ2: Will fear of missing out affect the employee motivation among young graduates?

H2: There is a significant positive relationship between fear of missing out and employee motivation among young graduates.

The results show that fear of missing out have a significant relationship with employee motivation based on the multiple linear regression analysis. The p-value of leadership skills is less than 0.001 which is below than 0.05 which means vision and mission is determinant in influencing the dependent variable. Therefore, H2 is accepted. The findings is supported by Budnick, C. J. et al. (2020) that vision and mission impact employee motivation by allowing offer behavioural advantages in the form of "motivational resources," which are associated with an increase in work-related communications and overall employee engagement.

5.1.3 Transformational Leadership and Employees Motivation

RO3: To examine whether there is a significant relationship between transformational leadership and employee motivation among young graduates.

RQ3: Will transformational leadership affect the employee motivation among young graduates?

H3: There is a significant positive relationship between transformational leadership and employee motivation.

Based on the multiple linear regression analysis, the findings indicate that there is a substantial association between the transformational leadership and employee motivation. The transformational leadership's p-value is less than 0.001, which is less than 0.05, indicating that transformational leadership have a determining effect on the dependent variable. H3 is therefore approved. Nugroho, Y. A. et al. (2020) supports the findings, stating that the range of behaviour patterns that leaders favour when guiding and influencing employees is known as their leadership style.

5.2 Implications of the Study

When it comes to the study of employee motivation, earlier studies placed a strong emphasis on transformational leadership, fear of missing out, and vision and goal. Organizations will be able to learn from this research on the elements that affect employee motivation, including transformational leadership, fear of missing out, and vision and mission.

With this investigation, employees are found that be more motivated if they believe that their job contributes to a larger goal. A strong vision makes workers feel proud and engaged because they know they are a part of something important. Furthermore, employees can better match their personal values with the organization's by having a defined goal and vision. This alignment fosters a pleasant work culture and improves job satisfaction.

One of the most potent motivators is the fear of losing out on prospects for job progress or promotions. Motivated by the possibility of rising through the ranks of the company, staff members may put in more effort, show leadership, and actively pursue new challenges. To lead to the achievement Employees may be inspired to perform well in their positions by the fear of missing out on promotions or possibilities for professional progress. They might put in more effort, look for more responsibility, and aim for constant development in order to make up for lost opportunities for professional advancement.

Companies should use and promote transformational leadership, which emphasises team members' personal needs and growth. Employee motivation is increased when they perceive their leader to be interested in their professional and personal development. Within the team, this personalised attention cultivates a sense of worth and significance. Furthermore, by questioning presumptions and fostering critical

thinking, transformational leaders should foster creativity and innovation. When workers are encouraged to think creatively and are given intellectual stimulation, they become more motivated. This strategy encourages a mindset of ongoing learning and development.

5.3 Limitations of the Study

The study's present drawback is that it only looks at four independent variables that have an impact on workers' motivation at work. Since the current study was carried out as a one-shot investigation and the data were gathered at a particular point in time, a few crucial concerns may have had an impact. The lack of a quantitative research design prevents discussion of cause and effect among the study variables, even if the entire hypothesis was predicated on data from earlier research studies and literature. Therefore, the study's findings do not support the existence of causal relationships between variables.

Subordinates were expected to evaluate all characteristics on the questionnaire, instead of leaders. This could have led to a common source of bias where different people would see different things, including job motivation.

Additionally, raw data was gathered quantitatively and mostly for recent graduates among employees rather than long-term workers. If more people who have long careers are included in the study, the findings might vary even more.

Additionally, personnel with better qualifications were the target audience for this study. If all levels of qualifications are included in the study, the outcomes can differ much more. People who, for instance, only completed their primary education or never attended school

5.4 Recommendation

Future research could also be carried out by including employees with lower qualifications in the target respondents as they could understand it better and respond to various questions presented throughout the questionnaire with minimal failures compared to employees who are higher qualified. This is because the target population in the current study consisted of employees with higher qualifications.

Furthermore, because the current research is limited to employees who have recently graduated from college, it is not specific enough. To maximise the findings of this study, future research could focus on other segments of the workforce that have experience in the workforce for an extended period of time.

Furthermore, some regency concerns may be impacted by the fact that the current research is not conducted longitudinally and that the data is obtained at a single point in time. To obtain more precise facts, future research may be conducted longitudinally.

Finally, as the questionnaire is the sole primary data collection tool used in this study, interview-based approaches may be used in further research to provide more thorough study information.

5.5 Conclusion

Overall, the study has demonstrated a strong positive correlation between the dependent variable and each of the three independent variables. There is substantial value found in three of the independent variables. Thus, this study adds to the body of knowledge about the variables influencing young graduates' motivation as employees. To obtain a

thorough understanding of the study, future research should also take the limitations into account.

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APPENDICES

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ORIGINALITY REPORT

18% SIMILARITY INDEX	% INTERNET SOURCES	10% PUBLICATIONS	14% STUDENT PAPERS
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PRIMARY SOURCES

1	Submitted to UNITAR International University Student Paper	2%
2	Submitted to Aristotle University of Thessaloniki Student Paper	1%
3	Aroosa Khan, Fatima Latif, Wardah Jalal, Rabia Anjum, Muhammad Rizwan. "The Impact of Rewards & Corporate Social Responsibility (CSR) On Employee Motivation", International Journal of Human Resource Studies, 2014 Publication	1%
4	Submitted to Open University Malaysia Student Paper	1%
5	Xinyu Hu, YoungAh Park, Arla Day, Larissa K. Barber. "Time to Disentangle the Information and Communication Technology (ICT) Constructs: Developing a Taxonomy around ICT Use for Occupational Health Research", Occupational Health Science, 2021 Publication	1%

Submitted to Bridgepoint Education

Greetings to everyone. I am Ng Suat Yin, a student in Bachelor Degree of International Business (Y2S3) in Universiti Tunku Abdul Rahman (UTAR). I am currently conducting a research project with the topic of "Factor affecting Employees Motivation among Young Graduate"

You are invited to participate in this research by filling up this questionnaire.

This survey aims to examine the factors that affect the employees motivation. To help us have a better understanding about your view and opinion in relation to motivation source. Please take a few minutes to complete and return this questionnaire.

Your cooperation and honest responses are highly appreciated for the success of my research. If you have any recommendations towards my survey, please do not hesitate to contact me via email: 20uhf04934@1utar.my.

The collected data serves academic purposes and will be aggregated with personal information being revealed.

hereby consent on my voluntary participation in this survey which will be conducted anonymously. (As proposed accordingly by Personal Data Protection Statement - UTAR)

- Yes, proceed to the questionnaire

Section A: Demographic Information

Instruction: Please select and tick the box next to your accurate option or write in the space provided. Please tell us more about your personal information.

1. Gender

- Male
 Female

2. Age group

- 15-20 26-30
 21-25 31-35

3. Race

- Malay Chinese
 Indian Others

4. Monthly income

- Below 1500 3600-4500
 1500-2500 4600-5500
 2600-3500 Above 5500

5. Education

- Secondary school (SPM) Degree
 Foundation Master
 Diploma Others
 Professional qualification

Section B: The followings are related to the factors that will affect your motivation. Kindly inform us your concern and opinion.

Please indicate how much do you agree or disagree with each of the following statements based on a scale ranging from **1 (strongly disagree) to 7 (strongly agree)**

1	2	3	4	5
Strongly Disagree (SD)	Disagree (D)	Neutral (N)	Agree (A)	Strongly Agree (SA)

Employees motivation	SD	D	N	A	SA
1. I feel a sense of personal satisfaction when I do this job well.	1	2	3	4	5
2. My opinion of myself goes down when I do the job badly.	1	2	3	4	5
3. I take pride in doing my job as well as I can.	1	2	3	4	5
4. I feel unhappy when my work is not up to my usual standard.	1	2	3	4	5
5. I like to look back at a day's work with a sense of a job well done.	1	2	3	4	5
6. I try to think if ways of doing my job effectively.	1	2	3	4	5

Vision and mission	SD	D	N	A	SA
1. There is a clear orientation towards where we are going.	1	2	3	4	5
2. Have a clear idea of what is going on in the company	1	2	3	4	5
3. The mission and vision inspires me.	1	2	3	4	5
4. The mission of my company make me feel my job is important	1	2	3	4	5

Fear of Missing Out (FOMO)	SD	D	N	A	SA
1. I worry that I might miss important work-related updates.	1	2	3	4	5
2. I worry that I will miss out on valuable work-related information.	1	2	3	4	5
3. I worry that I will miss out on important work-related news.	1	2	3	4	5
4. I worry that I will miss out on important information that is relevant to my job.	1	2	3	4	5
5. I worry that I will not know what is happening at work.	1	2	3	4	5

6. I get anxious that I will miss out on an opportunity to make important business connections.	1	2	3	4	5
7. I am constantly thinking that I might miss opportunities to strengthen business contacts.	1	2	3	4	5
8. I am constantly thinking that I might miss opportunities to make new business contacts.	1	2	3	4	5
9. I worry that I will miss out on networking opportunities that my coworkers will have.	1	2	3	4	5
10. I fear that my coworkers might make business contacts that I won't make.	1	2	3	4	5

Transformational leadership	SD	D	N	A	SA
1. Every time my boss give me an understanding of the importance of work ethic values.	1	2	3	4	5
2. My boss always believe that I can complete the work targeted at me.	1	2	3	4	5
3. My boss always gives direction on the quality of work.	1	2	3	4	5
4. My boss was able to solve problem in a way I had never thought of before.	1	2	3	4	5
5. My superior always provide opportunities to correct mistakes made at work.	1	2	3	4	5