

**FACTORS AFFECTING UNCOMMITTED EMPLOYEES AT THE
IRAQI PUBLIC CIGARETTES PRODUCER:
CASE STUDY**



Omar Muayad Najeeb Al-Obaidi

(1161901049)

This research was submitted to complete the requirements for
a Bachelor degree of Management

Supervisor: Dr. M. Taufiq Amir

University of Bakrie
Jakarta
2018

DECLARATION

I certify that the research (Factors Affecting Uncommitted Employees at the Iraqi Public Cigarettes Producer: Case Study) has been done with my own effort and personal work. The quotations I mentioned in the research references.



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Omar Muayad Najeeb Al – Obaidi

Student Id: 1161901049

Passport number: A11893249

Date: 28/ 8 / 2018

Address: Taman Razuna, Jakarta

Telephone number: +6 01111111985

E-mail: omer_alobaidi@yahoo.com

HALAMAN PENGESAHAN

Tugas Akhir ini diajukan oleh:

Nama : Omar Muayad Najeeb
NIM : 1161901049
Program Studi : Manajemen
Fakultas : Ekonomi dan Ilmu Sosial

Judul Skripsi : FACTORS AFFECTING UNCOMMITTED EMPLOYEES AT THE IRAQI PUBLIC CIGARETTES PRODUCER

Telah berhasil dipertahankan di hadapan Dewan Penguji dan diterima sebagai bagian persyaratan yang diperlukan untuk memperoleh gelar Sarjana manajemen, pada Program Studi Manajemen, Fakultas Ekonomi dan Ilmu Sosial, Universitas Bakrie

DEWAN PENGUJI

Pembimbing : Dr. Mohammed Taufiq Amir, SE., MM., Ph.D ()
Penguji 1 : Dr. Dudi Rudianto, SE, M.Si ()
Penguji 2 : Anon Kuswardono, SE., MBA ()



Ditetapkan di : Jakarta

Tanggal : 23 Agustus 2018

DEDICATION

I dedicate this modest work to every Iraqi student; who has not completed his study
Or delayed in his studies due to the difficult circumstances and challenges in Iraq.

I dedicated to every Iraqi who was obligate to leave his country,
Suffered the conditions of alienation, and the hardships of obtaining residence.

To all of them I say tomorrow the sun will shine

Omar

ACKNOWLEDGMENTS

I thank God Almighty for his kindness and support to me, and for what He has given me from countless yes.

I would like to extend my thanks and appreciation to the University of Bakri; for providing me this unique opportunity to study the bachelor's degree. I especially thanks the Faculty Dean of Economics and Social Science Dr. M. Taufiq Amir the supervisor, who gave me a great support in my studies.

Thanks to all Faculty lecturers and staff who helped me to complete the study and this research.

I would also like to extend my heartfelt gratitude to all of my family, who provided me with all support to complete my studies.

Special thanks to my father, my mother, my brother Muhammad and my sister Zeina, who have done well to educate me and guide me and enlighten my way to success.

May Allah bless you all.

Omar

ABSTRACT

This quantitative research focus on the level of uncommitted employees at “The Iraqi Public Cigarettes Producer”, and the factors influencing that phenomenon; In order to identify the major causes and dimensions of the phenomenon. The research used the descriptive analytical approach. The research community was (1864) employees at the main factory site in Baghdad. The researcher chose a stratified sample of (50) employees. For data collection, the researcher designed a questionnaire with three sections according to Likert scale, consists of (30) statements. Data analysis used (SPSS) to get the arithmetical averages. The findings revealed that: Among the five factors of un-committed phenomenon; “Staff are late for work with different excuses, where”, which was high at 78%. The main reasons leading to the un-committed phenomenon were: The level of job dissatisfaction was medium, the major factor was the lack of fairness in giving the incentives 74%. The management control factor was medium; the main item was: “The administration does not care about the presence and departure of employees” at 54%. The relationship between staff and superiors was average, the highest factor was: “the direct manager rarely discusses annual evaluation reports with employees” at 68%, the organizational culture factor was also average, the highest statement was; “work can be postponed” at 80%. The work pressure factor was average, the highest level was; “no suitable facilities available for working” that took 68%. The researcher recommended to amend the system of bonuses in the company, which affects the levels of job satisfaction. The management should intensify supervision and follow-up, accounting for employees who are in default and rewarding good employee.

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