

## ABSTRACT

In this dynamic world of business with increasing competition, organizations have to focus more to their strategic manner to gain the sustainability and competitive advantage. Thus employee productivity plays a back bone role to achieve it. Even though the profitability, performance and sustainability of an organization lies in the individual staff productivity but it cannot be reached through the staff manipulation. It is achievable through mechanistic approach which tries to enhance or control the factors which effecting on it directly or indirectly. Therefore this research focused on the macro and micro level of factors affecting the employee productivity, furthermore this study formulated on research model to investigate the effects of employee motivation, health and empowerment on the employee productivity under the influence and facilitation role of an organizational culture. The target population is academic staff of one of private medical university in Penang, Malaysia. This is descriptive, cross sectional, quantitative case study. Data was collected by using questionnaire designed based on 7 point Likert Scale, analysis on SPSS,21 and distributed as well collected back by the researcher. The study include the 81 respondents and data collected by using questionnaire consist of demographic data and research data which further divided into five parts, first productivity performance , employee motivation, employee health, employee empowerment and organizational culture. The study revealed that most respondents female (57.9%),Age 20 to 40 years (67.9%), Lecturer (73%), Education Master (50%) and have total professional experience between 5 to 10 years (51.3%). The highest mean of productivity performance by Incentives (6.44),Help (6.42) and Clarity of Job (6.27). The motivation in term of reorganization, health in sense of absentees from work and empowerment in term of participatory has significant effect on employee productivity and it facilitated by organizational culture. Overall study shows that employee productivity significantly affected by the study factors.