RELATIONSHIP BETWEEN HUMAN RESOURCE ROLES TOWARDS LEAN IMPLEMENTATION IN UPSTREAM PETRONAS

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ABSTRACT

The purpose of this study is to investigate the relationship between Human Resource (HR) roles towards lean implementation in Upstream PETRONAS. Three hypothesis were developed to examine whether there is a relationship between communication, training and leadership towards lean implementation. Respondents are selected from PETRONAS Upstream employees, specifically the ones working in Human Resource. Data was collected by distributing 100 set of questionnaires to selected employees and 88 returned questionnaires were used in this study. To analyze the data, descriptive, correlation and regression analysis were used. The results from Pearson Correlational Analysis showed that all independent variables have correlated with one another. There is a moderate positive relationship between communication and training, a moderate positive relationship between training and leadership. Lastly there is a high positive relationship between leadership and communication. On the other hand, based on $R^2$, it can be seen that communication, training and leadership only have a 60% influence on the dependent variable. Meanwhile the other 40% may be influenced by other factors as stated in Chapter 5. Furthermore, according to the result of multiple regression analysis, only training has a significant relationship towards lean implementation in Upstream PETRONAS. Hence, top management should invest in a good training program for its human capital.