



**THE CONTRIBUTORS OF ADAPTIVE PERFORMANCE AT
HICOM AUTOMOTIVE MANUFACTURERS (MALAYSIA) SDN. BHD.**

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2015103873

BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS

(HUMAN RESOURCE MANAGEMENT)

FACULTY OF BUSINESS MANAGEMENT

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Submitted in Partial Fulfilment of the

Requirement for the

**Bachelor of Business Administration with
Honours (Human Resource Management)**

FACULTY OF BUSINESS MANAGEMENT

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“DECLARATION OF ORIGINAL WORK”

I, NUR SHARINA BINTI BURHAN, (I/C Number: 940516-06-5746)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or and other degree.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:

Date:

LETTER OF SUBMISSION

12th January 2018

PUAN AINAA IDAYU BINTI ISKANDAR

Project Paper Advisor

Faculty of Business Management

Universiti Teknologi MARA

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75300 Melaka

Dear Madam,

SUBMISSION OF RESEARCH PAPER

Enclosed here with a project paper entitled “**THE CONTRIBUTORS OF ADAPTIVE PERFORMANCE AT HICOM AUTOMOTIVE MANUFACTURERS (MALAYSIA) SDN. BHD.**”. I hope this project paper will meet the requirement and expectation from you and the faculty. Thank you very much for all your guidance and supports you have generously rendered upon the completion of this project paper.

Yours Sincerely,

Nur Sharina binti Burhan

Bachelor of Business Administration (Hons)

Human Resource Management

ABSTRACT

The purpose of this research is to find out the contributors of adaptive performance at Hicom Automotive Manufacturers (Malaysia) Sdn. Bhd. There are two objectives had been set in this study. First, to examine the relationship between organizational learning and adaptive performance. Second, to examine the relationship between career development and adaptive performance. In order to complete this study, the data was obtained from primary data through the distribution of questionnaires. Pertaining to that, 201 employees in Hicom Automotive Manufacturers (Malaysia) Sdn. Bhd. were chosen as respondent for this study. All the responses were returned back to the researcher. Then, all the collected data were analyzed by using Statistical Package for Social Science (SPSS). From the correlation testing, the result shows two independent variables which are organizational learning and career development have a significant relationship with adaptive performance. Moreover, the result also revealed that there are two contributors that influence adaptive performance. Besides that, hypotheses testing dispaly that all factors are accepted. In conclusion, it shows that organizational learning and career development could improve adaptive performance of employees.