THE FACTORS THAT EFFECT ON EMPLOYEE PERFORMANCE AT MAJLIS AMANAH RAKYAT (MARA) MELAKA

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Submitted in Partial Fulfillment of the Requirement for the Bachelor of Business Administration with Honours (Human Resource Management)

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JANUARY 2019
DECLARATION OF ORIGINAL WORK

BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT
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“DECLARATION OF ORIGINAL WORK”

I, AIN NUR AFIFA BINTI BAHARUDIN, (I/C NUMBER: 960919-01-5776)

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 any other degrees.

- 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: AIN NUR AFIFA BT BAHARUDIN

Date: 07/01/2019
LETTER OF SUBMISSION

January 2019

Coordinator
Bachelor of Business Administration (Hons) Human Resource Management,
Faculty of Business Management,
Universiti Teknologi MARA, Melaka City Campus,
110 Off Jalan Hang Tuah, 75300 Melaka.

Dear Dr.

SUBMISSION OF FINAL PROJECT PAPER

Attached is the project paper title “THE FACTORS THAT EFFECT ON EMPLOYEE PERFORMANCE AT MAJLIS AMANAH RAKYAT (MARA) MELAKA” to fulfill the requirement as needed by Faculty of Business Management, Universiti Teknologi MARA.

Thank You,
Sincerely,

AIN NUR AFIFA BINTI BAHARUDIN
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ABSTRACT

Employees are mainly important asset of the organization as they are contributing for the organization’s success. Employee performance will determine achievement and failure of the organizations. Performance is one of the platforms to know whether employees work well or not. However, employee performance based on productivity reported low in Malaysia. The purpose of this research is to investigate Employee performance as dependent variable while financial compensation, recognition, training and development, and retirement benefit as independent variables.

The purpose of this research is to investigate the most significant effect of compensation on employee performance at Majlis Amanah Rakyat (MARA) Melaka. This research is a quantitative research which had used the self-administered questionnaire as the instrument for the collection of data. The data was collected and viable at a percentage of 100% out of the possible 150 respondents which was derived from the total population of 150 respondents. Sample selection was based on stratified sampling techniques method. The data collected was then evaluated by using Statistical Package for the Social Science (SPSS) Version 23 Software. Using SPSS, numerous tests were converged such as reliability analysis, frequency distribution, descriptive analysis, Pearson’s correlation analysis and multiple regressions analysis. The results indicated that types of compensation which include financial compensation and recognition, has a positive relationship and significant to employee performance while training and development, and retirement benefit are not significant to employee performance.

KEYWORDS: Compensation, Employee Performance, Financial Compensation, Recognition, Training and Development, Retirement Benefit