



**A STUDY ON FACTORS THAT INFLUENCE PERFORMANCE  
OF CONTRACT EMPLOYEES  
IN MAJLIS PERBANDARAN PORT DICKSON (MPPD)**

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

I, Nur' Afifah binti Kamaruzzaman, (I/C NO: 930911-05-5426)

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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 our 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

30<sup>th</sup> June 2016

Head of Program,  
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Dear Sir/Madam,

### SUBMISSION OF PROJECT PAPER

Attached is the project paper titled **“A STUDY ON FACTORS THAT INFLUENCE PERFORMANCE OF CONTRACT EMPLOYEES IN MAJLIS PERBANDARAN PORT DICKSON (MPPD)”** to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank you.

Yours sincerely,

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BACHELOR OF BUSINESS ADMINISTRATION (HONS)

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## **ABSTRACT**

This project paper focused on the research of 'A study on factors that influence performance of contract employees in Majlis Perbandaran Port Dickson (MPPD)'. The purpose of this research is to identify whether there is relationship between the dependent variable which are employee performance and independent variable which are organization culture, financial rewards and job content among contract employees in MPPD. Furthermore, the aim of this study is to identify the most important factor that influences employee performance. 118 sets of questionnaire have been distributed to the contract employees in order to fill out the entire questionnaire.

This research paper is supported by secondary data which main gained from journals and articles. The researcher has used SPSS program to analyze data from the information gathered in order to get the result of this research. The findings show that organization culture is the most important factor that influence contract employees at the work place. Second followed by financial rewards and the least factor is job content that influence contract employees in MPPD.