



**THE RELATIONSHIP BETWEEN PERSON-JOB FIT, PERSON-  
ORGANIZATION FIT AND JOB PERFORMANCE**

**NURUL FARIZA BINTI RAZAK**

**2014834456**

**NUR AZAMIN NAJWA JAMAL AB NASIR**

**2013208932**

**BACHELOR OF BUSINESS ADMINISTRATION**

**WITH HONOUR (HUMAN RESOURCE)**

**FACULTY OF BUSINESS MANAGEMENT**

**UNIVERSITY TEKNOLOGI MARA**

**BANDAR MELAKA**

**JUNE 2016**

## DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOUR (HUMAN RESOURCE)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITY TECHNOLOGY OF MARA  
“DECLARATION OF ORIGINAL WORK”**

I, NURUL FARIZA RAZAK, (I/C Number: 930704-01-6520)

I, NUR AZAMIN NAJWA JAMAL AB NASIR, (I/C Number: 921105-01-5636)

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: \_\_\_\_\_ Date: \_\_\_\_\_

Signature: \_\_\_\_\_ Date: \_\_\_\_\_

## LETTER OF SUBMISSION

The Head of Program  
Faculty of Business Management  
University Technology of Mara  
110 Off Jalan Hang Tuah  
75300 Melaka

20 June 2016

Dear Madam,

### **SUBMISSION OF THE FINAL THESIS REPORT**

With reference to the above matter, enclosed here is my research paper entitled "The relationship between person-job fit, person-organization fit and job performance".

This research paper is a partial requirement for the fulfilment of Bachelor Business Management with Honour (Human Resource). The objectives of the study being conducted is to examine the relationship between person-job fit, person-organization fit and job performance, and to give recommendations for the organization and also suggestions for future research.

Hopefully, this report meets your requirement and expectations.

Thank you.

Yours Sincerely,

---

NURUL FARIZA RAZAK

2014834456

---

NUR AZAMIN NAJWA JAMAL AB  
NASIR

2013208932

## TABLE OF CONTENTS

	Page
Title page	i
Declaration of original work	ii
Letter of submission	iii
Acknowledgement	iv
Table of content	v
List of table	x
List of figure	xi
List of Abbreviations	xii
Abstract	xiii
 <b>CHAPTER I: INTRODUCTION</b>	
1.1 Introduction	1
1.2 Background of study	1
1.3 Problem statement	3
1.4 Research questions	4
1.5 Research objectives	5
1.6 Significant of study	5
1.6.1 To organization	5
1.6.2 To Human Resource field	6
1.7 Scope of study	6
1.8 Limitations of study	7
1.8.1 Data constraint	7

## **ABSTRACT**

This research was aimed at studying the relationship between person-job fit, person-organization fit and job performance which is focused to SAJ Holdings Sdn Bhd (Batu Pahat Agency). In this study, the researcher was investigated the level of job performance of employees in the organization. The researchers also explored the relationship between person-job fit and job performance; and also the relationship between person-organization fit and job performance. Other than that, the researcher also identified the dominant variable towards the job performance. The questionnaires were distributed to the full-time employees of SAJ Holdings Sdn. Bhd. and 155 questionnaires were retrieved for analysis. Based on the findings, it can be summarised that the level of job performance of the employees is high. It also can be concluded that there is a significant relationship between person-job fit, person-organization fit and job performance. Then, form the findings, it shows that person-organization fit is most dominant variable towards job performance. The discussions of the result and recommendations are discussed.