THE INFLUENCES OF CORPORATE CULTURE TOWARD EMPLOYEES’ JOB PERFORMANCE IN WHOLESALE BANKING DEPARTMENT IN SCOPE INTERNATIONAL (M) SDN. BHD

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ARRIL 2010
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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 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

April, 2010

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Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “A STUDY ON INFLUENCES CORPORATE CULTURE TOWARDS EMPLOYEES’ JOB PERFORMANCE IN WHOLESALE BANKING DEPARTMENT OF SCOPE INTERNATIONAL (M) SDN. BHD.” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank You  
Yours sincerely,

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# TABLE OF CONTENT

<table>
<thead>
<tr>
<th>CONTENT</th>
<th>PAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Declaration of work</td>
<td>ii</td>
</tr>
<tr>
<td>Letter of submission</td>
<td>iii</td>
</tr>
<tr>
<td>Acknowledgement</td>
<td>iv</td>
</tr>
<tr>
<td>List of table &amp; figure</td>
<td>v</td>
</tr>
<tr>
<td>Abstract</td>
<td>vi</td>
</tr>
</tbody>
</table>

## CHAPTER ONE: INTRODUCTION

1.0 Introduction 1
1.1 Background of the study 3
1.1.1 Background of Scope International (M) Sdn. Bhd 5
1.2 Problem Statement 6
1.3 Research Objectives 7
1.4 Research Objectives 7
1.5 Hypothesis 7
1.6 Theoretical framework 9
1.7 Significant of the Study 10
1.8 Scope and coverage of study 12
1.9 Limitation of study 13
1.10 Definition of term 16

## CHAPTER TWO: LITERATURE REVIEW

2.0 Introduction 17
2.1 Employees job performance 17
2.2 Teamwork 19
2.3 Organization communication 20
2.4 Reward and recognition 21
2.5 Training and development 22
ABSTRACT

This study is conducted at Scope International (M) Sdn. Bhd. and this research is entitled as “the Influence of Corporate Culture on Employees’ Job Performance in Wholesale Banking Department in Scope International (M) Sdn. Bhd.” The main objective of this project paper is identifying the main factor that contributes to corporate culture issues towards employees’ performance in this organization. The researcher has adopted the descriptive research on the issue. Then the researcher’s sampling design is the probability sampling which is stratified sampling method and 60 questionnaires were distributed to employees at this organization.

The theoretical framework of this study consists of dependent variable and independent variables. The dependent variable is employees’ job performance while the independent variables are teamwork, organization communication, reward and recognition, also training and development. Data collected and evidences are being processed by using Statistical Package for Social Science (SPSS) program. The analysis includes the reliability, frequency distribution, descriptive analysis, and correlation.

Based on the findings, there were hypothesized that are positive relationship exist between these variables. Result of the correlation indicates that the highest reward and recognition scores are associated with the employees' performance. These correlations also strengthen the ranking of the independent variables. Reward and recognition is the main factor of employees’ job performance. The output also confirms the result that a significant positive relationship exists between other independent.