



DETERMINANTS OF HR EFFECTIVENESS

Among J-Biotech and MATRADE Employees

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JANUARY 2014

DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”

We, NUR AFIQAH BINTI RUSLAI
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Hereby, declare that,

- This work had 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
- This project paper is the result of my independent work and investigation, except where information have been specifically acknowledged

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Date:

ACKNOWLEDGEMENT

“IN THE NAME OF ALLAH THE MOST GRACIOUS AND THE MOST MERCIFUL”

All praises to Allah The All Mighty, the Most Merciful and most benevolent for lending us opportunity, strength and patience in completing this research paper. Special thanks we would like to dedicate to both our parents and family for full of supports from them to us during the research phases. This is the best opportunity for us to do this research and create solutions to the problems identified.

We also would like to express our deepest appreciation to beloved lecturer, Dr. Rachel Samuel as our advisor for her guidance, encouragement and concern throughout the preparation of this research project. She has taught us with her full commitment and she has become our source of inspiration. Our warmth gratitude also goes to the examiner Mr. Idris bin Osman for his invaluable guidance, comments in helping us to complete this research project and evaluate our research.

Our appreciation also goes to all staff MATRADE Southern Region (JOHOR) and J-Biotech especially our supervisor, Mr. Zuaziezie bin Zulkefli (Director of MATRADE Southern Region) and Puan Mariyati binti Haji Ismail (Manager of Corporate Department at J-Biotech) for their best support, cooperation and willingness for the permission to conduct research on behalf of their problem analyst, all efforts and contribution given to the realization to this research is much appreciated.

Also for those not mentioned above but have assisted and contribute their times on our thesis projects. Thanks to all of you. Hopefully, this research will be beneficial to the readers and also to both company.

Thank you.

ABSTRACT

A STUDY ON DETERMINANTS OF HR EFFECTIVENESS

HR effectiveness is important in an organization because HR is one of the main departments in an organization. HR's role is to protect employee rights in order to motivate employees to perform well in their work which will increase organization performance as a whole. Therefore, in any ways, the leader or the management should highlight on how to satisfy their employees. This is very necessary to make sure the employees can stay longer and keep loyal towards the organization. Hence, this research aims to investigate and identify Determinants of HR Effectiveness at MATRADE Southern Region (JOHOR) and J-Biotech. At the end, this research will determine whether Leadership, Employee Relations and Organizational Support will affect towards HR Effectiveness in both companies or not. Therefore, in this research, the researcher tries to identify the most influential factor and the relationship between dependent and independent variables. The research findings indicate that mean for the HR Effectiveness is 3.50 and classified as high according to the Rule of Thumb. Pearson's correlation indicates Leadership is highest compare to the other two variables with 0.873.

Keyword: HR Effectiveness

Research type: Mode B

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