



**FACTORS INFLUENCING INDIVIDUAL WORK PERFORMANCE IN UTILITIES AND  
INTERCONNECTING (U&I) PACKAGE 14 REFINERY AND PETROCHEMICAL  
INTERGRATED DEVELOPMENT (RAPID) PROJECT**

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## **Abstract**

The factors influencing individual work performance are well documented in the literature. However the different factors to address the determinants of individual work performance and their impacts toward company and Project. An approach to individual work performance is adopted in this paper. A survey was carried out on a sample of 265 employees of U&I Package 14 Refinery and Petrochemical Integrated Development (RAPID) Project. Specifically the study examined the task performance, adaptive performance, contextual performance and counterproductive work behaviour that are related to individual work performance. All the four major of independent variable will be explained in the literature review and research framework.

## **Keywords**

Individual work performance, task performance, adaptive performance, contextual performance and counterproductive work behaviour.

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