



FACTORS CONTRIBUTE TO EMPLOYEES' ADAPTIVE PERFORMANCE
A CASE OF TELEKOM MALAYSIA, MELAKA

NUR FARAH DIYANA BINTI NORSAIDI

2015666778

BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
(HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA MELAKA
CAWANGAN KAMPUS BANDARAYA

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**Submitted in Partial Fulfillment of the
Requirement for the
Bachelor of Business Administration with Honours (Human Resource)**

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DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, NUR FARAH DIYANA BINTI NORSAIDI
(6886)

(IC NUMBER: 940922-01-

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: DNFMA

Date: 10/7/2018

LETTER OF SUBMISSION

July 2017

The Head of Program

Bachelor of Business Administration with Honours

(Human Resource)

Faculty of Business Management

Universiti Teknologi Mara

Kampus Bandaraya Melaka

110 Off Jalan Hang Tuah

75300 Melaka

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titles "FACTORS CONTRIBUTE TO EMPLOYEES' ADAPTIVE PERFORMANCE A CASE OF TELEKOM MALAYSIA, MELAKA" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank You

Yours Sincerely,

NUR FARAH DIYANA BINTI NORSAIDI (2015666778)

Bachelor of Business Administration (Hons) Human Resource

ABSTRACT

Adaptive performance is a aspects of phenomenon that require the organization to respond and adapt with change. The organization need to respond with changing of new environments that can give beneficial for firm performance. It can see that, today's organization facing with dynamic and changing environment. So that with the nature of today's organization, adaptive performance can play important role in increasing the productivity and effectiveness of the organization and also the employees. This paper investigate the factors contribute to adaptive performance among the employees in Telekom Malaysia, Melaka. This study used main data collection method by using a questionnaire from the employees at Telekom Malaysia, Melaka to determine the significant factors that can contribute to adaptive performance in the organization. The total population is 168 employees and from the total population, the sample size of 113 respondents was chosen using convenience sampling. The findings of this study for independent variables "Learning Orientation" and "Career Advancement" has support the hypotheses and significantly related with adaptive performance in the organization. But independent variable "Emergent Change" do not support the hypotheses and not significantly related with adaptive performance. So that the organization needs to have planned change in order to make the employees have awareness and do preparation to adapt with changing of new environment. For further study, it is suggested to change the factors and consider other variables.