



**THE STUDY ON PERSONALITY AND SELF-EFFICACY AS
PREDICTORS OF ADAPTIVE PERFORMANCE AMONG EMPLOYEES AT
TENAGA NASIONAL BERHAD (TNB) BATU PAHAT.**

**NUR SHAHEERA BINTI JAMZURI
2015144445**

**BACHELOR OF BUSINESS ADMINISTRATION (HONS.)
HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

JULY 2018

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**NUR SHAHEERA BINTI JAMZURI
2015144445**

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

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TECHNOLOGY MARA
KAMPUS BANDARAYA MELAKA**

JULY 2018

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCES)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TEKNOLOGY MARA
“DECLARATION OF ORIGINAL WORK”**

I am Nur Shaheera binti Jamzuri, (I/C Number: 950501015198)

Hereby, declared 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

July 2018

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
Faculty of Business Management
Universiti Teknologi MARA (UiTM)
Kampus Bandaraya Melaka
Off Jalan Hang Tuah
75300 Melaka.

Dear Sir/Madam

SUBMISSION OF PROJECT PAPER

Attached is the project paper titles “The Study on Personality and Self-efficacy as Predictors to Adaptive Performance among Employees at Tenaga Nasional Berhad (TNB) Batu Pahat” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Sincerely,

(Nur Shaheera binti Jamzuri)

2015144445

ABSTRACT

The purpose of this research is to study on the personality namely conscientiousness, openness to experience and neuroticism and self-efficacy as predictors of adaptive performance among employees at Tenaga Nasional Berhad (TNB) Batu Pahat. Data collected focused on employee at Tenaga Nasional Berhad (TNB) Batu Pahat., Johor which is the utility electricity company in Malaysia. The researcher distributed 80 questionnaires among employees. 105 were returned resulting in a response rate of 76.2%. The analysis of the data revealed that self-efficacy has positive impact on adaptive performance while conscientiousness, openness to experience and neuroticism do not have impact on adaptive performance. The results shows that there is a relationship between self-efficacy and adaptive performance. In conclusion, this research has shown further research opportunities that can enhance the understanding of the variables towards employees' adaptive performance in the organization.