SUCCESSFUL EMPLOYEES' ADAPTIVE PERFORMANCE AT SHARP
MANUFACTURING CORPORATION (M) SDN. BHD. IN BATU PAHAT

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BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCES MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
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Submitted in Partial Fulfillment of the Requirement

For the Bachelor of Business Administration with Honours

(Human Resource Management)

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DECLARATION OF ORIGINAL WORK

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KAMPUS BANDARAYA MELAKA
"DECLARATION OF ORIGINAL WORK"

I, NURFAZLIANA BINTI FAIZUL, (I/C Number: 950304-08-5664)

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: 18 December 2018

   NURFAZLIANA BINTI FAIZUL

LETTER OF SUBMITTAL

Dr. Rachel Samuel

Lecturer of UiTM Melaka City Campus

Faculty of Business Management

Universiti Teknologi MARA

110, Off Jalan Hang Tuah

75300 Melaka.

December, 2018

Dear Dr. Rachel Samuel

SUBMISSION OF FINAL PROJECT PAPER REPORT (BM 243)

With reference to the above matter, enclosed here is the project paper entitled **"Successful Employees' Adaptive Performance at Sharp Manufacturing Corporation (M) SDN. BHD."**. This research paper is a partial requirement for the fulfillment of Bachelor of Business Administration with Honours (Human Resource Management). The objective of the study being conducted is to study factors of adaptive performance consist of transformational leadership, readiness for change and organizational learning that influence successful employees' adaptive performance in organizations. Hopefully, this report meets your requirement and expectation. Thank you.

Yours sincerely,

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NURFAZLIANA BINTI FAIZUL
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Bachelor of Business Administration (Hons) Human Resource Management

ABTRACT

Modern work is frequently characterized by jobs where adaptive performance (AP) is crucial for employees to succeed in light of new or altered task demands. This recognition has fueled growing interest in AP as a dimension of workplace performance. Hence, successful employees' adaptive performance has become one of the most prized way to achieve organizational performance.

The purpose of this research is to investigate the factors that leads to successful employees' adaptive performance in organizations. This research is a quantitative research which had used the self-administered questionnaire as the instrument for the collection of data. The data was collected and viable at a percentage of 74% out of the possible 248 respondents which was derived from the population of 700 elements. Sample selection was based on simple random sampling method. The data collected was then evaluated by using Statistical Package for the Social Science (SPSS) Version 20 Software. Using SPSS, numerous tests were converged such as reliability analysis, frequency distribution, descriptive analysis, Pearson's correlation analysis and multiple regression. The results indicated that transformational leadership, readiness for change and organizational learning had contributed significantly to the adaptive performance.

KEYWORDS: Employee Performance, Transformational Leadership, Readiness for Change, Organizational Learning, Adaptive Performance