



**THE EFFECTS OF JOB ROTATION TOWARDS JOB PERFORMANCE: A  
RESEARCH ON EMPLOYEES IN THE DEPARTMENT OF IMMIGRATION  
MALAYSIA (JOHOR)**

**NUR IZZATI BINTI IDRIS**

**2012419128**

**SITI SHARIYA BINTI MOHD SALLEH**

**2012621616**

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

**JUNE 2015**

**DECLARATION OF ORIGINAL WORK**



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

I, NUR IZZATI BT IDRIS, (I/C Number : 920105 -01- 5674 ) and  
SITI SHARIYA BT MOHD SALLE H, (I/C Number : 920614 – 01- 5998 )

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: *Nur Izzati Bt Idris*

Date: 2th JULY 2015

Signature: *Siti Shariya Bt Mohd Salleh*

Date: 2th JULY 2015

## LETTER OF SUBMISSION

2<sup>nd</sup> JULY 2015

Program Coordinator  
Bachelor of Business Administration (hons)  
Human Resource Management  
Faculty of Business Management  
University Technology Mara  
Melaka City Campus  
75300, Melaka

Dear Sir,

### **SUBMISSION OF PROJECT PAPER**

Attaches is the project paper titled “**THE EFFEC OF JOB ROTATION TOWARDS JOB PERFORMANCE: A RESEARCH ON EMPLOYEES IN THE DEPARTMENT OF IMMIGRARTION MALAYSIA, (JOHOR)**” to fulfill the requirement as needed by the Faculty of Business Management, University Technology Mara.

Thank you,

Yours sincerely,

*Nur Izzati Binti Idris*

(NUR IZZATI BINTI IDRIS)

(2012419128)

BBA (Hons) HUMAN RESOURCE MANAGEMENT

*Siti Shariya Binti Mohd Salleh*

(SITI SHARIYA BINTI MOHD SALLEH)

(2012621616)

BBA (Hons) HUMAN RESOURCE MANAGEMENT

## **ABSTRACT**

The purpose of this study is to investigate the relationship between effects of job rotation and job performance. A sample size of 113 participants was generated from Management Division by using random sampling among staffs in of Immigration Department Johor. Data analyze by using Statistical Package for Social Sciences (SPSS) and Cronbach's Alpha test was use to check reliability coefficient, Pearson Correlation to test relationship between effect of job rotation and job performance, Multiple Regression to rank the most effect of job rotation toward job performance. The result shows that the effects of job rotation are positively influencing job performance and correct job or position is the most factor of job rotation towards job performance. The finding shows that the research model is significant and acceptable hence, the three independent variables are strongly influencing dependent variable. The implication is short-term of period was use to get the result of research so it suggested that for further researcher should use long-term of time to obtain better result for example within one years of period rather than three month of period.

## TABLE OF CONTENTS

	<b>Pages</b>
TITLE PAGE	i
DECLARATION OF ORIGINAL WORK	ii
LETTER OF TRANSMITTAL	iii
ACKNOWLEDGEMENT	iv
TABLE OF CONTENTS	v
LIST OF TABLES	vii
LIST OF FIGURES	viii
ABSTRACT	ix
<b>CHAPTER 1 INTRODUCTION</b>	
1.1 Background of Study	1
1.2 Problem statement	2
1.3 Research Questions	4
1.4 Research Objectives	4
1.5 Significance of Study	5
1.6 Scope of Study	6
1.7 Limitations	7
1.8 Definition of Terms	8