



**THE RELATIONSHIP BETWEEN AUTONOMY, SUPERVISOR SUPPORT
AND WORK-LIFE BALANCE ON EMPLOYEES' JOB PERFORMANCE AT
PRODUCTION AND DISTRIBUTION DIVISION IN RANHILL SAJ SDN
BHD, JOHOR BAHRU, JOHOR.**

**NIK NUR FARAHINI BINTI NIK LAH
2016734807**

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

JANUARY 2020

DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

I, Nik Nur Farahini Binti Nik Lah, (I/C Number: 961012-29-5006)

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: _____

LETTER OF TRANSMITTAL

January 2020,

The Head of Program,

Bachelor of Business Administration (Hons.) Human Resources,

Faculty of Business Management,

Universiti Teknologi MARA, Kampus Bandaraya Melaka.

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER (HRM 672)

Enclosed here is the project paper titled “The Relationship Between Autonomy, Supervisor Support and Work-Life Balance On Employees’ Job Performance at Production and Distribution Division in Ranhill SAJ Sdn Bhd, Johor Bahru, Johor” to fulfil the requirement as needed by the Faculty of Business and Management, Universiti Teknologi MARA.

Thank You.

Yours Sincerely,

Nik Nur Farahini Binti Nik Lah

2016734807

Bachelor of Business Administration (Hons.) Human Resource

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ABSTRACT

Job performance is an individual output in terms of quality and quantity expected from every employee in a particular job. Individual performance is most of the determined by motivation and the will and ability to do the job. The purpose of this study is to identify the relationship between autonomy, supervisor support and work-life balance on employees' job performance in Ranhill SAJ Sdn Bhd, Johor Bahru, Johor. The study was conducted in Production and Distribution Division in Ranhill SAJ Sdn Bhd, Johor Bahru, Johor. Quantitative method was used and Five Likert-scale questionnaire were distributed to the respondents. The respondents used in this study are 63 people. This study was conducted to determine the relationship between autonomy, supervisor support and work-life balance on employees' job performance. In addition, the relationship between these factors and their job performance were tested by using Pearson Correlation Coefficient. Multiple linear regression was used to determine the dominant factor that are related with employees' job performance.

Keywords: *Autonomy, Supervisor support, Work-life balance, Employees' job performance*