



اَللّٰهُمَّ صَلِّ وَسَلِّمْ عَلٰى اَسْتَاذِنَا
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**SOCIAL SECURITY ORGANIZATION (SOCSO):
THE EFFECTIVENESS OF STUDYING EMPLOYEE
PERFORMANCE APPRAISAL SYSTEM (EPAS).**

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REPORT

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Table of Content

Title	Page
1.0 Introduction	1
1.1 SOCSO'S Mission & Vision	2
1.2 SOCSO'S Policy & Charter	3
1.3 SOCSO'S Organization Chart(Human Resouce Department)	4
1.4 SOCSO'S Services	5
2.0 Issues	7
2.1 What are the elements of an employee performance appraisal	7
2.2 What problems can occur with employee performance appraisal	9
2.3 How could employees of the SOCSO potentially improve the current employee appraisal system	10
3.0 Literature Review	12
3.1 Measurable Output	14
3.2 Past Performance	14
3.3 Merit Pay	15
3.4 Communication	15
3.5 Evaluation	16
3.6 Recognized method	17
3.7 Forced choice rating	17
3.8 360-performance review	18

4.0 Findings	19
4.1 The Criteria of Employee Performance Appraisal Systems (EPAS)	20
4.2 The pai chart Employee Performance Appraisal System (EPAS) for 2006.	22
4.3 The pai chart Employee Performance Appraisal System (EPAS) for 2007.	23
4.4 Gap Identification	24
4.4.1 Target Company	24
4.4.2 Average and Variance of Employee Performance Appraisal System (EPAS) for 2006 and 2007.	25
4.4.3 The Distribution of Percentage for Employee Performance Appraisal System (EPAS)	28
5.0 Recommendations	29
6.0 Conclusion	31
7.0 Bibliography	32
Appendix	34

Abstract

The effectiveness of studying Employee Performance Appraisal System (EPAS) in Social Security Organization (SOCSO) requires people with high determination to play their roles by providing a good performance in the organizations and for their own selves. Besides that, EPAS also help in building the quality employees and increase the performance level to the excellent level to achieve the goals. This determination has to be developing in SOCSO where the employees have to prepare mentally and physically during in their real job environment. Through this study, hopefully it will enhance the productivity and increase the competency on job performance. This paper will help to measure the problems that occurred in Social Security Organization (SOCSO) especially employees' problems. By using the EPAS, SOCSO will achieve their vision is to become an ideal and excellent social security leader in Malaysia.

1.0 Introduction

The Social Security Organization (SOCSO) was established in 1971 under the Human Resources Ministry to implement and administer the social security schemes under the Employees' Social Security Act 1969 (Act 4). i.e. the Employment Injury Insurance Scheme and the Invalidity Pension Scheme. Under this scheme, workers are protected against industrial accident including accident occurred while working, occupational diseases, invalidity or death due to any cause.

SOCSO's function includes registration of employer and employees, collecting contribution, processing benefit claims and makes payment to the injured worker and their dependents. SOCSO also provide vocational and physical rehabilitation benefits and enhance occupational safety and health awareness of workers.

On the 1st July 1985, SOCSO from a government department became Statutory Body. On 1st January 1992, SOCSO implemented its own remuneration scheme known as Sistem Saraan Baru PERKESO (SSBP).