



**DETERMINANTS THAT INFLUENCE EMPLOYEE'S JOB
PERFORMANCE AT KYB-UMW MALAYSIA SDN BHD**

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LETTER OF SUBMISSION

03 JULY 2013

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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “DETERMINANTS THAT INFLUENCE EMPLOYEE’S JOB PERFORMANCE AT KYB-UMW MALAYSIA SDN BHD” to fulfill the requirement as needed by the Faculty of Business Management, University Teknologi MARA.

Thank You.

Yours sincerely,

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“DECLARATION OF ORIGINAL WORK”

We, Nur Farahin Binti Sitiris and NurFatin Nadhrah Binti Abd Aziz (891024-10-5192)

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 degree.
- This project paper is the result of our independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

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TABLE OF CONTENTS

Title	Page	
CHAPTER 1	INTRODUCTION	
1.1	Introduction	1
1.2	Background of the Study	2
1.3	Problem Statement	4
1.4	Research Question	6
1.5	Research Objective	6
1.6	Significant of the Study	7
1.7	Scope and Coverage of the Study	8
1.8	Time Frame	9
1.9	Limitations	9
1.10	Definition of Term	11
CHAPTER 2	LITERATURE REVIEW	
2.1	Introduction	13
2.2	Literature Review	13
	2.2.1 Job Performance	13
	2.2.2 Factors that Influence Job Performance	18
	2.2.2.1 Training Program	18
	2.2.2.2 Workplace Communication	20
	2.2.2.3 Workplace Environment	22
2.3	Theoretical Framework	24
2.4	Research Hypothesis	26
CHAPTER 3	RESEARCH METHODOLOGY	
3.1	Introduction	27
3.2	Research Design	27
3.3	Sampling Design	28
3.4	Data Collection Method	29
	3.4.1 Primary Data	29

ABSTRACT

Job performance is an individual expected output in term of quality and quantity. Job performance is important for organization success and productivity. There are four objectives of doing this study. The first objective is researchers need to identify employee level of job performance among the employee based on employee's perception. This study tries also to determine the relationship between training program and job performance. Next, the aim of the research is to determine the relationship between workplace communications towards job performance. The last objective is to determine the relationship between workplace environment and job performance in KYB-UMW Malaysia Sdn. Bhd. This research is focusing in manufacturing company. The study was conducted among 80 respondents in KYB-UMW Sdn. Bhd. which is located in Telok Panglima Garang, Selangor. A descriptive research will be used as a researcher would like to understand the characteristics of the group in this study and distribution of questionnaire forms among employees in KYB-UMW Malaysia Sdn. Bhd. A correlation analysis will be used to identify the significant relationship among the variables and frequency, percentage and mean will be used for determining level of job performance. For findings, the three determinants show that there are positive relationship between training programme, workplace communication and workplace environment with job performance. From the findings, it indicates that training program is the most influence factor for job performance in KYB-UMW Malaysia Sdn. Bhd. The findings also indicate KYB-UMW Malaysia Sdn. Bhd possesses a high job performance level.

Keywords : Job Performance, Training Programs, Workplace Communication, Workplace Environment.