

THE RELATIONSHIP BETWEEN FACTORS AFFECTING JOB
PERFORMANCE AND EMPLOYEE JOB PERFORMANCE AT
JABATAN PENDIDIKAN NEGERI SARAWAK

Prepared for:
DR. HAJAH NORLINA BINTI MOHAMMED NOOR

Prepared by:
NURUL SUTIENNA BINTI ABDUL LAATIB
BACHELOR IN OFFICE SYSTEM MANAGEMENT (HONS)

UNIVERSITI TEKNOLOGI MARA (UiTM)
FACULTY OF BUSINESS MANAGEMENT

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ABSTRACT

The objective of this study were to identify the most important factors that affecting employee's job performance at Jabatan Pendidikan Negeri Sarawak and to find out the relationship between the factors affecting employee's job performance. The conceptual framework shows that factors affecting job performance which were organizational culture, job content and financial reward as independent variables and job performances as dependent variables. Correlation analysis was conducted to determine the association between financial reward, job content, organizational culture, and job performance among staff. This study is quantitative in nature and will see the effect of these variables job content, financial reward and organizational culture in the Jabatan Pendidikan Negeri Sarawak. The population of this study was at Jabatan Pendidikan Negeri Sarawak and the sample size consisted of 103 respondents. The data was extracted from the staff at Jabatan Pendidikan Negeri Sarawak through questionnaire and the data was analysed by using SPSS version 20 software. The study found positive medium correlation between job content, organizational culture, financial reward, and employee's performances. The most factors that effect on employees job performance was job content which the correlation value indicate ($r=.459$, $p<0.01$). Therefore, the organization should give enough tools and equipment because even highly trained and motivated employees can't be very productive when they were provided with insufficient tools and equipment when doing their job in the organization.

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Faculty of Business Management

Universiti Teknologi MARA

TABLE OF CONTENTS

	Pages
AUTHOR'S DECLARATION.....	ii
ABSTRACT.....	iii
ACKNOWLEDGEMENT.....	iv
TABLE OF CONTENTS.....	vi-vii
LIST OF TABLES.....	viii
LIST OF FIGURES.....	ix
APPENDICES.....	x
CHAPTER 1	
INTRODUCTION.....	1
Background of the Study.....	1
Statement of Problem.....	2 - 3
Research Objectives.....	4
Research Questions.....	4
Significance of Study.....	5
Limitations of Study.....	5
Definition of Terms.....	6
CHAPTER 2	
LITERATURE REVIEW.....	7 - 9
Definition.....	9 - 13
Conceptual Framework.....	14
CHAPTER 3	
METHODOLOGY.....	15
Research Design.....	15

Research Objectives

The study are guided by the following objectives:

1. To find out the relationship between organizational culture and employees job performance at Jabatan Pendidikan Negeri Sarawak.
2. To find out the relationship between job content and employees job performance at Jabatan Pendidikan Negeri Sarawak.
3. To find out the relationship between financial reward and employees job performance at Jabatan Pendidikan Negeri Sarawak.

Research Questions

The study was guided by the following questions:

1. Is there any relationship between organizational culture and employee's job performance at Jabatan Pendidikan Negeri Sarawak?
2. Is there any relationship between job content and employee's job performance at Jabatan Pendidikan Negeri Sarawak?
3. Is there any relationship between financial reward and employee's job performance at Jabatan Pendidikan Negeri Sarawak?