

**A STUDY ON THE DETERMINANTS' OF EMPLOYEES'  
JOB PERFORMANCE AT HEADQUARTER OF  
MALAYSIAN AGRICULTURAL RESEARCH AND  
DEVELOPMENT INSTITUTE (MARDI), SERDANG,  
SELANGOR**

**NURSYAFINAZ BINTI MOHD ZAILANI**

**BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)  
UNIVERSITI TEKNOLOGI MARA**

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**THE DETERMINANTS OF EMPLOYEES' JOB PERFORMANCE AT  
HEADQUARTER OF MARDI, SERDANG, SELANGOR**

**ABSTRACT**

Employees' job performance is one of the most important challenges that many public or private organization sector is facing in current competitive market. A lot of studies have been conducted to determine the factors of employees' job performance. Therefore, the objective of this research of study is to determine key determinant between three HR practices namely selection, compensation and benefit and training in government statutory body owned public Malaysian Agricultural Research and Development Institute (MARDI) towards employees' job performance. For this purpose, data has been collected from the employees' surveyed using Statistical Package for Social Science (SPSS) version 20.0 for frequency analysis, reliability analysis, validity, descriptive statistic and correlation coefficient analysis. Selection is found to be most important factor to boost employees' job performance while training and compensation and benefit is found to be significant factor for developing employees' job performance. The results of study conducted also highlighted that all the tested variables are positively correlated with employees' job performance. Limitation along with recommendation has also been discussed.

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Faculty of Business Management

Universiti Teknologi MARA Malaysia

# CHAPTER 1

## RESEARCH BACKGROUND

### INTRODUCTION

#### Background of the Study

Employees' job performance is one of the most important area of study that have been investigates for numerous reasons over long decade. These studies will focus on advance the understanding of determinants of employees' job performance by examining relative between selection, training, benefit and compensation.

Hameed & Amjad (2009), highlighted productivity is that which people can produce with the least effort. Productivity is also defined as the increased functional and organizational performance, including quality. In this research study, performance of employees increases and measured actually when the number of units produced is greater than employee per hour. Hence, an employees' performance has greater contribution on productivity that affected by factors such as selection, training, compensation and benefit.