

**FACTORS THAT INFLUENCE EMPLOYEES WORK  
PERFORMANCE**

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**2014**

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## ABSTRACT

The main objective of this research is to know that the factors that influence employees work performance. Besides that, it is also want to know the main factors that influence employees work performance. This research was conduct about four month and the location was at Jabatan Ketua Pengarah Galian dan Tanah Negeri Kelantan. There were four factors that influence employees work performance which is financial rewards, workplace environment, training and supervisor support. Besides that, this research using the method which was frequency analysis, descriptive analysis and reliability analysis. By the way, the frequency analysis was for demographic variables only. Besides that, the reliability analysis was for to know the valid of the questionnaire while the descriptive analysis was for to see the mean of all the variables. The results of the findings were stated that all variables have influence employees work performance and the main factors were the workplace environment. Lastly, the researcher were gave a conclusion and recommendation based on the result of the findings.

## ACKNOWLEDGEMENT

Bismillahirrahmanirrahim (In the name of Almighty Allah Subhanahu Wata'ala, Most Beneficent, Most Merciful)

First of all I would like to thank to Allah SWT as finally was able to finish my research that has been given by my lecturer. I am highly conveying my appreciation to En Ibbrahim bin Zakaria assign as my lecturer for Research Methods (OSM601) and Madam Fatihah Norazami binti Abdullah on advice, guidance, technical info, tips and friendly attitude. They always give supports and guide how to do this assignment in purpose to produce a good information research that has been studied.

Lastly, I wish to acknowledge to all my colleagues, friends and others person for the valuable advice, all kinds of support, great cooperation during my research. In addition, thanks to my entire classmate because always give an idea and comments on our research so that I can improve my research in many ways.

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# CHAPTER ONE

## INTRODUCTION

Nowadays, changing in new transformation and standards of living was making the organization to come out with new improvement to maintain and increase their work performance level. Therefore, many company state the target for the performance achievement in their organization. This study is aimed to examine the factors that influence employees work performance. This study approached four factors that influence employees work performance which are financial rewards, workplace environment, training and supervisor support.

### Background of The Study

The main objective of this research is to identify the main factor that influence employees work performance at the organization. The respondents that have been chosen are from that organization. This research is conduct within four month. Reward system is usually designed by top management. They design the reward system based on their own perception without consulting employees at the lower level. Rewards and recognition designed may not be able to satisfy employees' needs and expectation. Thus employees are not willing to change their behavior because they feel that their contributions are not well recognized by the organization. As a result, the reward system is not able to influence employee's behavior to a better way and it fails to encourage them to achieve a higher performance (Ong & Teh, 2012). At the same time, the workplace environment