

**DETERMINANTS OF EMPLOYEE ENGAGEMENT ON EMPLOYEE
PERFORMANCE IN FLEX BATU KAWAN, PENANG**

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Submitted in Partial Fulfilment of the
Requirement for the
Bachelor of Business Administration with Honours (Human Resource Management)

**FACULTY OF BUSINESS MANAGEMENT
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JANUARY 2018

ACKNOWLEDGEMENT

“In the name of ALLAH, the Most Benevolent and Most Merciful”

Alhamdulillah, I would like to thank you to Allah, without whose blessing, I will not have successfully completed this research. It is almost impossible for me to complete this task after going through so many constraints.

I would like to extend my gratitude to my advisor Dr. Suhaida Binti Mohd Amin, for this professional and untiring guidance and patient in imparting knowledge. Indeed, gaining knowledge is not easy, and for that, I am deeply indebted to her.

Special thanks to my loving family for being supportive and helpful in my pursuit of this degree. Without support and understanding from them I cannot make it as it now. Besides, I would like to express my appreciation and thanks to those involved in my research whether it directly or indirectly especially for my friends, Winnywillis Anak Peter, Mr. Sarawi and colleagues who give me a lot of support and cooperation for me to complete this research.

Last but not least, thanks to all my respondents which are employees of Flex Batu Kawan, Penang for the time and cooperation to answer my questionnaires during my research was being carry on.

ABSTRACT

A study on determinants of employee engagement on employee performance has been conducted among employees in Flex Batu Kawan, Penang. The purpose of this study is to examine the factors that influence performance of workers. There are 322 sets of questionnaires available and distributed to respondents who working in Flex Batu Kawan, Penang. The objective of this research is to study correlation of empowerment, motivation, compensation and discipline with employee performance in Flex Batu Kawan, Penang and to determine relationship of empowerment, motivation, compensation and discipline with employee performance in Flex Batu Kawan, Penang. Subsequently, SPSS software is used to check collected data and also to produce final results. The results showed that there was a significant relationship between employee performance and four independent variables (empowerment, motivation, compensation and discipline). A discussion on the findings, limitations, and future research are provided.

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