

**THE STUDY OF EXTENSION IN SOCIAL EXCHANGE THEORY TOWARDS JOB
PERFORMANCE AT MALAYSIA MARINE AND HEAVY ENGINEERING
SDN. BHD.**

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TABLE OF CONTENT	i
ABSTRACT	iii
ACKNOWLEDGEMENT	iv

CHAPTER ONE

1.1 Background of the Study.....	1
1.2 Statement of Problem.....	3
1.3 Research Objective.....	5
1.4 Research Question.....	5
1.5 Hypothesis.....	5
1.6 Significance of the Study.....	6
1.7 Limitations of the Study.....	6
1.8 Definition of Term.....	7

CHAPTER TWO

2.1 Introduction.....	9
2.2 Social Exchange Theory.....	9
2.3 Trust.....	11
2.4 Reward.....	12
2.5 Organizational Support.....	13
2.6 Organizational Commitment.....	14
2.7 Job Performance.....	16
2.8 Theoretical Framework.....	17

CHAPTER THREE

3.1 Introduction.....	18
3.2 Research Design.....	18
3.3 Sampling Frame.....	19
3.4 Population.....	19
3.5 Sampling Technique.....	19
3.6 Sampling Size.....	20
3.7 Unit of Analysis.....	20
3.8 Research Instruments.....	20
3.9 Validity of Instruments.....	22
3.10 Data Collection Procedure.....	31
3.11 Plans for Data Analysis.....	32

CHAPTER FOUR

4.1 Introduction.....	33
4.2 Respondents Response Rate.....	33
4.3 Normality Test.....	34
4.4 Demographic Frequency Analysis.....	44
4.5 Descriptive Statistical Analysis.....	49
4.6 Pearson Correlation Test.....	54

CHAPTER FIVE

5.1 Introduction.....	59
5.2 Conclusion.....	59
5.3 Recommendation.....	60

REFERENCES.....	62
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APPENDIX A: Agreement Form (Supervisor).....	74
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APPENDIX B: Consultation Form.....	76
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APPENDIX C: Submission of Final Academic Report.....	78
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APPENDIX D: Submission of Final Academic Report after Presentation.....	80
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ABSTRACT

The purpose of this study is to identify the factors of Social Exchange Theory towards the job performance which using four elements. That four elements are trust, reward, organizational support and organizational commitment. According to the previous research, the researcher do not comprised all of the most frequently used social exchange variables in one research.

Objective of the research is to investigate for the significant relationship between social exchange variables towards employee's job performance. Then, the social exchange variables that most affect on the job performance is identified. Method used for this research is in the form of correlation. This is because correlation is the best way to examine the relationship between variables. Simple random sampling was used as sampling technique with 52 respondents as the sample size at various department in Malaysia Marine and Heavy Engineering Sdn. Bhd.

The finding result shows all the social exchange variables has significant relationship towards employee's job performance with reward as the most influence effect towards employee's job performance.

Keywords: Social Exchange Theory, Job Performance

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