

THE STUDY OF EXTENSION IN SOCIAL EXCHANGE THEORY TOWARDS JOB  
PERFORMANCE AT UNIVERSITI TEKNOLOGI MARA (UITM) PAHANG

Prepared for:

ENCIK MOHD AMLI BIN ABDULLAH @ BAHARUM

Prepared by:

MUHAMMAD IZHAM BIN ELMAY

BACHELOR IN OFFICE SYSTEM MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)

FACULTY OF BUSINESS MANAGEMENT

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## **ABSTRACT**

The purpose of this study is to find is there any relationship between social exchange factors toward job performance. Another objective is to identify which factors that give a most affect to job performance. The social exchange factors which is trust, reward, organizational support and organizational commitment.

The data was collected by distributed the questionnaire to 52 employees of Students Affairs Department at Universiti Teknologi Mara (UITM) Pahang that involved male and female respondent. The results of the study indicated that there was a relationship for all variable toward job performance. However the relationship between all variables and job performance is weak.

The limitation of the study is only involved in one department and the sample only involved 52 person. The result show organizational support give a most affect toward job performance in Students Affairs Department at Universiti Teknologi Mara (UITM) Pahang.

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