

**THE IMPORTANCE OF FLEXIBLE WORKING TIME TOWARD JOB
PERFORMANCE AT JABATAN PENYIARAN NEGERI JOHOR**

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January 2014

ABSTRACT

Purpose

The purpose of this paper is to examine the importance of flexible working time toward job performance and to identify the effectiveness of flexible working time toward job performance.

Design/methodology/approach

Using a set of questionnaire about flexible working time that have been answered by 50 employees. In order to test whether flexible working time have the importance and effective toward job performance, a correlation and regression analysis was performed. The hypothesis were tested using correlation analysis.

Findings

Employee were highly positive of flexible working time. Most of the employees agreed regarding the importance of flexible working time toward employee job performance. The employee admits that the flexible working time gives effective to their job performance. Analysis showed that acceptance, organization roles and implementation time has strong, positive relationship with job performance and it means that flexible working time have interest in job performance.

Conclusion

The flexible working time gives many benefits to the employee especially employee that have family. The organization should provide their employees with a variety of benefits to ensure the employee feel enjoy and happy with the organization. Flexible

working time is the one of approach that organization can provide to the employee to ensure the employee can maintain and increase their job performance.

Recommendation

An organization needs to use a narrative approach about flexible working time, the organization should give more option of working time for employees and the organization should ensure all the employees get the same benefits from flexible working time program.

Keywords

Flexible working time, Flexible Working Arrangement, Career, Family time, Acceptance, Organization roles, Implementation, Job performance

Paper type

Research paper

ACKNOWLEDGEMENT

First and foremost, I would like to thank the Allah SWT for giving me the opportunity, knowledge, inspiration and strength in producing this project paper to meet the requirements of the Research Methods subject I studied. Besides that, I would like to acknowledge and thank my supervisor of this subject Madam Siti Farah Suraya Binti Mohd Hashim and my lecturer Madam Dr. Mas Anom Binti Abd Rashid and for giving advice and guidance on this Research Methods subject. I also want to say thank to them because always give me a good meaningful explanation when they explain and teach about the Research Methods subject. Without information and knowledge from them, I cannot give a good and proper research to Madam Siti Farah Suraya Binti Mohd Hashim and Madam Dr. Mas Anom Binti Abd Rashid. With guidance from them, I can learn how making proper report, how to create a good report and many more. I am most grateful to my parents, mom and especially to my father, that are working hard to support my financial while I am studying here. They have always loved me and supported me every choice. As I know, they are the happiest and the proudest when seeing their sons and daughters gets this assignment very well, we dedicate this group assignment to them. I thank all of them.

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January 2, 2014
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