



**EMPLOYEE PERFORMANCE AT RUBBER INDUSTRY SMALLHOLDER  
DEVELOPMENT AUTHORITY (RISDA) KUALA LUMPUR**

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## ABSTRACT

Recently, most of organizations are fully aware of the importance of employee performance. Increasing employee performance or to find out the ways through which high level of employee's performance can be achieved is becoming one of the decisive factors for any organization's success. This study had been conducted at Rubber Industry Smallholder Development Authority (RISDA) Kuala Lumpur because there are issues of employee discipline and lower mark achievement in performance appraisal. The purpose of this study is to investigate the employee performance at RISDA Kuala Lumpur. This is a descriptive correlational study to test the relationship between three independent variables which are leadership, motivation and job satisfaction toward employee performance, which is the dependent variable. A survey had been conducted by distributing 189 questionnaires to a population of 738 employees at RISDA Kuala Lumpur. The data collected was analyzed using Statistical Package Social Science (SPSS) Version 20. Based on the analysis, leadership, motivation and job satisfaction influence employee performance. The result indicates leadership ( $\beta = 0.179$ ), motivation ( $\beta = 0.240$ ) and job satisfaction ( $\beta = 0.294$ ) has significant and positive relationship with employee performance. Among the variables, job satisfaction has the strongest influence on employee performance at RISDA Kuala Lumpur.

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