



**“A STUDY ON FACTORS INFLUENCING THE SUCCESSFUL OF  
PERFORMANCE MANAGEMENT SYSTEM AT SIME DARBY  
ENGINEERING SDN BHD”**

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**“DECLARATION OF ORIGINAL WORK”**

**I, NURIZZAH BINTI SULAIMAN,**

Hereby, declared that,

- This work has not previously been accepted in substances for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

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## ABSTRACT

The effectiveness of performance management system is not just about the employee involvement and flexibility prevalent, but the alignment, accountability and training also play a big role to make the performance management system become more effective.

The purpose of this applied research project is to examine the most factors that influence the success of performance management system. Other than that, it also can enhance the knowledge on how important the kind of measurement system towards the employee performance.

Descriptive research was using for the research methodology on this study. The specific research questions examined in order to arrive at valid decision for future strategies were:

- 1) What are the most factors between those factors above that influence the success of performance management system?

The analysis has proven the reliability of the data that has been used. In order to determine the most factors that influencing the successful of performance management system, Pearson correlation was using to identify the relationship between the independent variable and dependent variable. The research found that behavioral factors play a big role compare with others factor in a process of influencing the effectiveness of system.

This research recommends that the current of measurement system must be design and updating the user friendly system so that it will make the employee feel free to give their details. Other than that, this research also recommends to conduct a training and research development program to improve the current performance management system.

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