

**FACTOR THAT MOST AFFECT ON JOB PERFORMANCE AMONG EMPLOYEES
AND WORKERS IN OIL PALM PLANTATION**

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**Final Year Project Report Submitted in
Partial Fulfillment of the Requirements for the
Degree of Bachelor of Science (Hons.) Plantation Technology and Management
in the Faculty of Plantation and Agrotechnology
Universiti Teknologi MARA**

JULY 2016

ACKNOWLEDGEMENTS

Alhamdulillah and praise to ALLAH S.W.T because of HIS mercy and blessing, I was able to complete and submit my final year project report successfully. I am really grateful to complete this study and would like to express my sincere gratitude to my supportive supervisor Miss Nordiana binti Ibrahim for her continuous encouragement and patience in helping me to complete my report. Having the opportunity to work under your supervision have help me to learn essential knowledge and skills thus developing my skills in life.

Next, I want to thank to all the lecturer and staff of Faculty of Plantation and Agrotechnology, Universiti Teknologi Mara, Jasin Campus for this opportunity to complete my study and give new experienced and knowledge upon completing this final year project.

Last but not least, I want to personally thank to my parents, my friends, for continuous support me and all the knowledge given along with a vital role played while completing this task.

AHMAD BASIT BIN AHYAR

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ABSTRACT

Factor That Most Affect On Job Performance Among Employees and Workers In Oil Palm Plantation

Job performance is important in maintaining a company thus identification of factors that affecting the job performance for management level. Factors that affecting job performance are mainly job satisfaction, which are salary, stress and working environment. Different places or condition will affect the level of employee job performance and this issue is becoming more difficult to be managed efficiently nowadays by the company nowadays. This study is conducted to determine the factor that have most effect on the employee job performance in oil palm plantation. The data analysis shows that salary, working environment and stress does have an effect on employee job performance. Among the three factor salary are the highest affecting factor followed by stress and working environment which will indirectly affect company efficiency in production. Therefore, a study is crucial in determining the effect of salary, stress and working environment to employee job performance especially in oil palm plantation. Study outcome suggest that company organization can increase employee job productivity by increasing mainly increasing salary that will have most effect on employee productivity. This study also suggest that properly managed stress and good working environment will improve employee productivity and performance. Thus in future hope that company will focus on these recommendation to produce great result.

Keyword: job satisfaction, salary, working environment stress,

CHAPTER 1

INTRODUCTION

1.1 Background of study

Job performance is a very important aspect that are being monitored by any company in order to fully utilize their employee skills in their job. Employee positive feeling and characteristic towards their job will give them satisfaction. Some of the factors involve is salary ,stress and working environment. Job satisfaction will lead to higher productivity and more quality work produced that involve in job performance. According to clark et al. (1998), job satisfaction level is an important aspect for employee to quit a job. Company nowadays care for employee well beings and job satisfaction holding the principle higher satisfaction of employee result in better job performance. Although some company do well in paying employee salary or bonus for their performance, there are still unsatisfied feel among some employee. This problem also occur in oil palm plantation employee where different employee produce different level of performance because of many factor involved.

In order to maximize the job performance, factors involved must be taken into consideration. Thus, this study is to identify and investigate among the factors that have most effect on employee performance in oil palm plantation.