



**THE RELATIONSHIP BETWEEN ORGANIZATIONAL FACTORS AND EMPLOYEE  
PERFORMANCE**

**MUIZZUDDIN BIN GAZALI**

**2016686166**

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS**

**(HUMAN RESOURCE MANAGEMENT)**

**FACULTY OF BUSINESS MANAGEMENT**

**UNIVERSITI TEKNOLOGI MARA**

**MELAKA**

**JULY 2018**

**THE RELATIONSHIP BETWEEN ORGANIZATIONAL FACTORS AND EMPLOYEE  
PERFORMANCE**

**MUIZZUDDIN BIN GAZALI**

**2016686166**

**Submitted in Partial Fulfillment of the Requirement for the  
Bachelor of Business Administration with Honours  
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
MELAKA**

**JULY 2018**

## DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS  
(HUMAN RESOURCE MANAGEMENT)  
FACULTY OF BUSINESS MANAGEMENT  
“DECLARATION OF ORIGINAL WORK”**

I, Muizzuddin Bin Gazali, (I/C Number: 950119015509)

Hereby, declare that:

- This work has not previously been accepted in substance 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: \_\_\_\_\_

(MUIZZUDDIN BIN GAZALI)

## LETTER OF TRANSMITTAL

29<sup>th</sup> July 2018

**DR. IRZAN BIN ISMAIL**

Project Paper Advisor

Faculty of Business Management

Universiti Teknologi MARA

Melaka

Dear Sir,

### **SUBMISSION OF FINAL REPORT**

Enclosed herewith is a thesis entitled “**THE RELATIONSHIP BETWEEN ORGANIZATIONAL FACTORS AND EMPLOYEE PERFORMANCE**”. I hope this thesis will meet the requirement and expectation from you and the faculty.

Thank you very much for all the guidance and support you have generously rendered upon the completion of this thesis.

Sincerely,

.....

**MUIZZUDDIN BIN GAZALI**

**2016686166**

## ABSTRACT

The study aims to investigate the relationship between organizational factors and employee performance among employees in an organization. In this research study, the researcher decided to use working environment, leadership and compensation as the major factors of organizational towards employee performance. A total of 201 questionnaires had been distributed among the employees who work in SAJ Ranhill Sdn. Bhd. headquarters. Besides, researcher used descriptive and convenience sampling method in conducting this research. The researcher also used the Statistical Package in the Social Science Software (SPSS) version 20 to run all the data that have been collected. In general, the result of this research study has shown that all three independents variables which are the working environment, leadership and compensation have a strong relationship towards employee performance.

Keywords: *Working environment, leadership, compensation and employee performance.*