



**THE EFFECTS OF PSYCHOLOGICAL CONTRACT FULFILLMENT ON  
PERCEIVED FAIRNESS OF PERFORMANCE APPRAISAL AMONG  
WORKING GENERATION Y**

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MELAKA**

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

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## DECLARATION OF ORIGINAL WORK



### BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA “DECLARATION OF ORIGINAL WORK”

I am Aqilah Binti Mohamed (I/C Number: 940724015188)

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

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**(AQILAH BINTI MOHAMED)**

I/C Number: 940724-01-5188

Date: 27<sup>th</sup> December 2018

## LETTER OF SUBMISSION

27<sup>th</sup> December 2018

**PUAN UMMI KALSUM BINTI HASSIAN**

Project Paper Advisor

Faculty of Business Management

Universiti Teknologi MARA

NO. 110, Off Jalan Hang Tuah

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Dear Madam,

### **SUBMISSION OF FINAL REPORT**

Enclosed herewith is a thesis entitled “**THE EFFECTS OF PSYCHOLOGICAL CONTRACT FULFILLMENT ON PERCEIVED FAIRNESS OF PERFORMANCE APRAISAL AMONG WORKING GENERATION Y**”, I

hope this thesis will meet requirement and expectation from you and the faculty.

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

Yours sincerely,

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**(AQILAH BINTI MOHAMED)**

I/C Number: 940724-01-5188

Date: 27<sup>th</sup> December 2018

## **ABSTARCT**

Previous literatures have paid substantial attention to the importance of perceived fairness of performance appraisal system in high-performing organization. However, one of the major commotion faced by Human Resource Management (HRM) is to establish both an effective and a fair performance appraisal system. Little is known about the key organizational and psychological factors that affect perceived fairness of performance appraisal, especially on Malaysia Y-Generation. Yet, most studies have focused on the structural factors rather than the psychological standpoints in regards to employees' perceived fairness of performance appraisal system. Drawing upon the effects of psychological contract fulfillment which is the expectations between an employee and the employer, this study examines whether psychological contract fulfillment are associated with perceived fairness of performance appraisal among working Generation Y. Using instruments by previous researcher, 180 questionnaires have been distributed to the working Generation Y and 123 have been duly filled for this study. The collected data were codified and analyzed by using Statistical Package for the Social Sciences (SPSS). From the findings, the study inferred that psychological contract fulfillment have a positive impact working Generation Y's perceived fairness of performance appraisal.