



**THE EFFECT OF HUMAN RESOURCES MANAGEMENT PRACTICES ON  
EMPLOYEE PERFORMANCE IN PUBLIC UNIVERSITIES**

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KAMPUS BANDARAYA MELAKA**

**JANUARY 2019**

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**Submitted in Partial Fulfilment of the**

**Requirement for the**

**Bachelor of Business Administration (Human Resource Management) (Hons)**

**FACULTY OF BUSINESS MANAGEMENT**

**UNIVERSITI TEKNOLOGI MARA**

**KAMPUS BANDARAYA MELAKA**

**JANUARY 2019**

**DECLARATION OF ORIGINAL WORK**



**BACHELOR OF BUSINESS ADMINISTRATION (HUMAN RESOURCE  
MANAGEMENT) (HONS)**

**FACULTY OF BUSINESS MANAGEMENT**

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**KAMPUS BANDARAYA MELAKA**

**“DECLARATION OF ORIGINAL WORK”**

I, Muhammad Adib Bin Adam, (I/C Number: 960512-05-5557)

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: \_\_\_\_\_

## **LETTER OF SUBMISSION**

January 2019

The Head of Program  
Bachelor of Business Administration (Human Resource Management) (Hons)  
Faculty of Business Management  
Universiti Teknologi Mara  
Kampus Bandaraya Melaka  
Off Jalan Hang Tuah  
75300 Melaka

Dear Sir/Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper title “The Effect of Human Resource Management Practices on Employee Performance in Public Universities.” To fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Sincerely,

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(Muhammad Adib Bin Adam)

## **ABSTRACT**

Achieving some standard of performance is the objective of all organizations because through these performances, organizations are able to grow and progress. Employee must understand his or her role in the organization before the performance of that role can be fairly assessed. It is continuous process where managers and employees work together to plan, monitor and review an employee's work objectives or goals and his or her overall contribution to the organization. This is how plans are converted into desired outcomes in the organizations. An effective human resource practice has become one of the most important things to achieve employee performance.

The purpose of this research is to investigate the effect of human resource practices on employee performance. This study used quantitative method which researcher distributed 150 questionnaire to three public universities sector in Bandaraya Melaka which are University Teknologi Mara Kampus Bandaraya Melaka ( 83 employees), University Teknikal Malaysia (130 employees) and Kolej Profesional Mara Bandar Melaka (77 employees). The total population for all three organizations is 290. A total of 150 set of questionnaire were send but only were returned and only 137 set were fully answered and suitable for the use of this study. The results indicated that training and development, employee compensation, recruitment and selection and appraisal system have significant relationship with employee performance.