



THE ROLES OF WORKFORCE DIVERSITY
ON
EMPLOYEE PERFORMANCE

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JANUARY 2019

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ON
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Submitted in Partial Fulfilment of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resources Management)

FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA CAWANGAN MELAKA
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JANUARY 2019

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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UNIVERSITI TEKNOLOGI MARA**

“DECLARATION OF ORIGINAL WORK”

I, Nur Arifah Asilah bte Mohd Nazam, (I/C Number: 950119-05-5172)

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 result of my independent work and investigation, except where otherwise stated
- All verbatim extract has been distinguished by quotation marks and source of my information have been specifically acknowledge

Signatures: _____ Date: _____

LETTER OF SUBMISSION

January 2019

The Head of Program

Bachelor of Business Administration (Hons) Human Resources Management

Faculty of Business Management

Universiti Teknologi MARA (UiTM)

Kampus Bandaraya Melaka

Off Jalan Hang Tuah

75300 Melaka

Dear Sir/Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title “The Roles of Workforce Diversity on Employee Performance” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Sincerely,

(Nur Arifah Asilah bte Mohd Nazam)

ABSTRACT

Employee performance has always been an important part of an organizations as most of the time, the success of an organization lies on the performance of their employees. Furthermore, employees are considered as valuable asset that cannot be imitate by other competitors and they help the organizations to keep up with globalization changes. Furthermore, it is believed that involving diverse workforce will help the organizations better in enhancing their employees' performance. Therefore, the purpose of this study is to investigate the roles of workforce diversity on employee performance and determine the most influence factors in workforce diversity among employees in a private sector company. This study used convenience sampling technique and self-administered questionnaire as an instrument to collect data. Moreover, Statistical Package for the Social Science (SPSS) Version 22 Software is used in interpreting collected data from the respondents. The results from Multiple Regression Analysis indicates that only two factors have significant positive relationship with employee performance which are age diversity and gender diversity. In addition, age diversity is found to be the most influential variable towards employee performance .