



A CASE STUDY ON EFFECTIVE ELEMENTS THAT AFFECT EMPLOYEES
PERFORMANCE TOWARDS MATRIX CONCEPTS HOLDINGS BHD

AHMAD FAREEZ BIN MOHD YAACOB
2012842278

NUR KHAIRUNNISA BTE MOHAMAD NEK EZAR
2012443508

BACHELOR OF BUSINESS STUDIES
(HONS.) INTERNATIONAL BUSINESS OF BUSINESS MANAGEMENT UNIVERSITI
TEKNOLOGI MARA KAMPUS BANDARAYA MELAKA

PN. ZAINAB BT ALIAS
UNIVERSITI TEKNOLOGI MARA KAMPUS ALOR GAJAH MELAKA

JULY 2014

A CASE STUDY ON EFFECTIVE ELEMENTS THAT AFFECT EMPLOYEES
PERFORMANCE TOWARDS MATRIX CONCEPTS HOLDINGS BHD

AHMAD FAREEZ BIN MOHD YAACOB

NUR KHAIRUNNISA BTE MOHAMAD NEK EZAR



Submitted in Partial Fulfillment
of the Requirement for the
Bachelor of Business Administration
(Hons.) International Business

FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA

JULY 2014

DECLARATION OF ORIGINALDECLARATION OF ORIGINAL WORK

**BACHELOR OF BUSINESS ADMINISTRATION
(HONS.) INTERNSTIONAL BUSINESS
FACULTY OF BUSINESS MANAGEMENT
UNIVESITI TEKNOLOGI MARA
MELAKA**

“DECLARATION OF ORIGINAL WORK”

I, Nur Khairunnisa Bte. Mohamad Nek Ezar (I/C Number: 91062505128) &
my partner Ahmad Fareez Bin Mohd Yaacob (I/C Number: 91101055677)

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 : _____

Table of Content

Pages

SUBMISSION LETTER	
DECLARATION OF ORIGINAL WORK	ii
ACKNOWLEDGEMENT	iii
LIST OF FIGURES	viii
LIST OF TABLES	ix
LIST OF ABBREVIATIONS	x
ABSTRACT	xi
CHAPTER 1 INTRODUCTION	1
BACKGROUND OF STUDY	1
BACKGROUND OF COMPANY	2
VISION AND MISSION	5
RESEARCH PROBLEM	5
RESEARCH QUESTIONS	7
RESEARCH OBJECTIVES	7
SCOPE OF STUDY	7
SIGNIFICANCE OF STUDY	8
LIMITATIONS	9
DEFINITIONS OF TERMS	10

Abstract

This is a research to find out the effectiveness elements that can affect employee's performance in MATRIX CONCEPTS HOLDING BERHAD. The objective of the study is to investigate the relationship between independent variables and dependent variable. The effective elements such as employees wellness program, stress and satisfaction and employee engagement determinants are the independents variables and employee performance as the dependent variables. About 100 employees from different departments will be the respondent and their answers are important finding. This study is a descriptive studies which to collect data that can describe the situation. The theoretical framework function is to show the relationship employees wellness program, stress and satisfaction and employee engagement determinants between with employee's performance. The researchers will gather information from primary data which is by questionnaire (personally administered) and refer to the variety of secondary data which senior's thesis, journal, article and Google. The sampling frame is among employees in MATRIX CONCEPTS HOLDING BERHAD and the sample size would be focused on 100 employees under Matrix Concepts in Seremban's branch only in Sendayan, Negeri Sembilan. We used quota sampling since the number of respondent (employees) is fixed. To measure and scaling, interval scale is suits to this study as we want to recognize the employees preference throughout the list of questions in questionnaire. Statistical Package for the Social Science (SPSS) is an application that usually used by new researchers to analyze the data collected from questionnaires which will be gathered from the respondents. Questionnaire will be designed by researchers themselves which comprises with questions related to the dependent and independent variables. The data however showed that only one independent variable do have positive relationship and significance to the dependent variable which is employee wellness program.