



**FACTOR AFFECTING EMPLOYEES' PERFORMANCE**

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**DECLARATION OF ORIGINAL WORK**



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- This work has not previously been accepted in substances for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
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## **Abstract**

The increased competition between the firms, and their need to respond effectively to rapidly give impact to the changing operational conditions and thus it leads to the organization to push their employees to increase their performance in order to meet that requirement. The research objective is to examine whether there is a significant relationship between employee participation, employee relation, and job involvement with employees' performance. The target respondents in this study are employees who work in Syarikat Air Melaka Berhad (SAMB), Melaka and only 120 questionnaires were answered. The collected data will be analyze by using statistical package for social science (SPSS) software. Descriptive analysis, Reliability test, Pearson Correlation analysis and Multiple Regression will be used to analyze the collected data. The study revealed that there have significant relationship between employee participation, employee relation, and job involvement with employees' performance. Thus, the result of this study can be helpful for the organization in order to have deeper understanding that employee participation, employee relation and job involvement give a relationship with employees' performance.

**Keywords:** *Employee Participation, Employee Relation, Job Involvement and Employees' Performance.*

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# **CHAPTER ONE**

## **INTRODUCTION**

### **1.0 Background of the study**

The importance of employee performance for the success in the organizations cannot be overstated. Employees are one of the human capital that organizations possessed and their performance is a key indicator for organizations success. Human resource is one of the assets that company possessed that cannot be easily replace and change as employees would only be more perform well only when they were placed in a right position with the right skills and abilities (William, 2010).

Apart from that, employees can be considered as a very important valuable assets because they is to help the company to achieve more in their business. Employee performance is an important building block and play an important roles for an organization. Therefore, the factors which lay the foundation for achieve high performance must be investigated by the organizations. Employees' performance is one of the most important and dependent variables to be focus on and has been studied for decades from previous researcher (Wall et al., 2004).

Today, the importance of employee performance is a very crucial in part of any organization (Aboazoum et al., 2015). The key to achieving the goals of the organization and staying competitive in the business market is by enhance the employee performance. The critical component in any organization is the employee and by improving the