



**THE IMPACT OF PERFORMANCE APPRAISAL ON JOB
PERFORMANCE AMONG EMPLOYEES AT
PERBADANAN KEMAJUAN NEGERI MELAKA, 2007**

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2008

LETTER OF SUBMISSION

20 November 2008

The Head of Program
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110 Off Jalan Hang Tuah,
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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled **“The Impact of Performance Appraisal on Job Performance among Employees at Perbadanan Kemajuan Negeri Melaka, 2007”**. Hopefully, this report will fulfill the requirements needed by Faculty of Business Administration, Universiti Teknologi MARA.

I have done through study and investigation for preparing this final report. I believed through this analysis and very valuable findings can contribute to faculty and also to Perbadanan Kemajuan Negeri Melaka itself.

Therefore, I hope this report will fulfill the requirement of research applied. I am also apologizing of any mistake or omissions in doing this report.

Your kindness to accept the report is very much appreciated.

Thank you,

Yours Sincerely

.....
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“DECLARATION OF ORIGINAL WORK”

I, NOORHAFEZAH BINTI MD NOOR, (851120-04-5242)

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: November 20, 2008

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ABSTRACT

Purpose – There are four purposes to this research. First, to identify the tools that company use to evaluate their staff. Second, to identify the important of performance appraisals towards staffs' performance. Third, to identify the effectiveness of performance appraisals towards staffs performance and the organization achievement. And lastly, to identify the staffs satisfaction after performance appraisal process.

Design/Methodology – The type of research is Descriptive Research, which is conducted to discover and determine the characteristics of a population. It seeks to determine the answer to the questions of who, what, when, where and how. Data gathered from questionnaires, interviews and observations. Sample size is 50 for this research.

Finding – There were an impact of performance appraisals on job performance. Performance appraisal is a step to know how well employees' job performance based on the results of performance appraisal. This study is more to know the good impact from performance appraisal system. Managers can use performance appraisal information in four ways. There are motivation, personnel movement, training and feedback for improvement and personal development.

Research limitations – This study was conducted with 50 sample size from the population. Each staff has different feedback in answering the questionnaire so it gives impact to this study.

Practical Implication - Study results show that performance appraisal needs to analysis and further study on their feedback. The study needs on how to improve or eliminating the weaknesses or dissatisfaction by employees on performance appraisal system in evaluating employees' job performance.