



**THE RELATIONSHIP BETWEEN ORGANIZATIONAL INITIATIVES  
AND EMPLOYEE PERFORMANCE:  
A FINDING IN BATU PAHAT DISTRICT OFFICE**

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BANDARAYA MELAKA**

**JANUARY 2012**

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**Submitted in Partial Fulfillment of the Requirement for the  
Bachelor of Business Administration (Hons) Human Resource Management**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
BANDARAYA MELAKA**

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**DECLARATION OF ORIGINAL WORK**



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HUMAN RESOURCE MANAGEMENT  
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BANDARAYA MELAKA**

**“DECLARATION OF ORIGINAL WORK”**

**I, RAHAIDA BINTI MISNON, (I/C NUMBER: 870908-01-5640)**

**Hereby declared 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 2012

The Head of Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty of Business Management

University Teknologi MARA Melaka

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Dear Sir,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper titled “**THE RELATIONSHIP BETWEEN ORGANIZATIONAL INITIATIVES AND EMPLOYEE PERFORMANCE: A FINDING IN BATU PAHAT DISTRICT OFFICE**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

RAHAIDA BINTI MISNON

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Bachelor of Business Administration (Hons) Human Resource Management

## **ABSTRACT**

The study sought to determine the relationship between the organizational initiatives and employee performance and to investigate which of the organizational initiatives have a moderate relationship with the employee performance. Basically, the study was done in the government service department in Batu Pahat particularly at Batu Pahat District Office. This study will be conducted by distributing questionnaires to 65 employees of Batu Pahat District Office. The target respondents will be ranked from the highest level officer to driver. The data that will be collected will be analyzed using the Multiple Regression and also using the Statistical Package for the Social Science (SPSS) software. The finding will reveal that organizational initiatives (technology, reward and recognition, leadership characteristics, training, and decision making) had a significant and positive relationship with the employee performance. Hence, this study can stimulate the organization in improving the employee performance of the staff in the Batu Pahat District Office.

**Keywords: Employee Performance, Organizational Initiatives, Public Sector**