



**FACTORS THAT INFLUENCE PERSON ORGANIZATION FIT:
CASE STUDY ON UMW OIL & GAS EMPLOYEES**

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JANUARY 2015

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS) FINANCE
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TEKNOLOGI MARA
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- 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 : 7 January 2015

(SUHAILA BINTI MOHD HARUN)

LETTER OF SUBMISSION

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Dear Sir/ Madam,

SUBMISSION OF PROJECT PAPER

Attached is a project paper entitled “ **FACTORS THAT INFLUENCE PERSON ORGANIZATION FIT: CASE STUDY ON UMW OIL & GAS EMPLOYEES** “ to fulfil the requirement under FIN 667 : Industrial Training (4.00) for the completion of degree studies as needed by UniversitiTeknologi Mara.

Thank you,

Yours Sincerely,

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ABSTRACT

The present research was conducted at UMW Oil & Gas, Plaza Sentral, Kuala Lumpur. This research is to study and identify the factors that influence Person Organization Fit in the organization. The variables of this study enables the management to identify whether the individuals have a values that congruence to the organization. A great organization will produce efficient employees that help to generate a good output. The qualitative and quantitative data taken from 103 out of 142 respondents that was analyzed to interpret the relationship. The data originally consist of 5 dimension data analysis which includes descriptive analysis, frequencies analysis and multiple regression analysis. It was found that Job Satisfaction, Organizational Commitment, and Job Performance were contributed significantly to Person Organization Fit.

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