

# “THE STUDY ON THE INFLUENCE FACTORS TOWARD EMPLOYEE PERFORMANCE IN UNIVERSITY TUN HUSSEIN ONN MALAYSIA (UTHM)”


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**MELAKA CITY CAMPUS**


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**"DECLERATION OF ORIGINAL WORK"**

We, Masturah binti Azman, (I/C Number ) and Izyan diyana binti Hamdan (I/C Number )

Hereby, declare that;

- This work has not been previously accepted in substances for any desire, locally or overses and it not being concurently submited for the degree or any other degrees.
- This project paper is the result of our independent work and investigation, except where otherwise stated.
- All verbatism extracts have been distungished by quotation marks and sources of our information have been specially acknowladge.

Signature: _____& _____ _ Date: July 2016



**LETTER OF SUBMISSION**

July 2016

The Head of Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty of Business Management

University Technology MARA

75300, OFF Jalan Hang Tuah

Melaka

Dear Madam,

**SUBMISSON OF PROJECT PAPER**

Attached is the project titled "THE INFLUENCE FACTORS TOWARD EMPLOYEE PERFORMANCE AT UNIVERSITY TUN HUSSEIN ONN MALAYSIA (UTHM)" to fulfill the requirement as needed by the Faculty of Business Management, University Technology MARA.

Thank You

Yours Sincerely,

MASTURAH BINTI AZMAN

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Bachelor of Business Administration (Hons) Human Resource Management

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# ABSTRACT

This study seeks to investigated the factors influence employe performance among the staffs at University Tun Hussein Onn Malaysia (UTHM). The objective of this study were to examine the factors that influence employee pweformance among the staffs. Besides that, it also implement to know thw relationship between pyhsical component of environment, interaction and learning commitment with employee performance. The literature state that the workplace environment plays a crucial role for employee (Demet, 2012). Nowadays, there are various type of working environment can be choose by employee, so that it become on of the crucial factors for keeping or accepting the jobs. Interaction and distraction such as social interaction, work interaction, creative physical environment, overall atmosphere, position relative to colleagues, position relative to equipment, overall office layout and refreshments. It is evident in the research findings of Patterson et al.,(2003) that the more satisfied workers are with their jobs the better the company is likely to perform in terms of subsequent profitability and particularly productivity. Learning commitment (organizational commitment) has been one of the most exciting topics researchers since the 1960s. Many studies have been conducted on loyalty and its impact on employees' work attitudes and behaviors (Sulaiman & Al-Junaibi, Commitment and turnover intention in the UAE oil industry, 2010). The performance of any organization depends heavily on its employee's commitment. Therefore, organizational commitment is considered as a key factor that determines organizations' success (Mohsan, 2011). This paper presents the analysis of the most influence factors that effect on employee performance and examine the relationship between physical component of environment, interaction and learning commitment towards employee performance.