

THE RELATIONSHIP BETWEEN ORGANIZATIONAL CULTURE AND
JOB PERFORMANCE TOWARDS EMPLOYEES OF YAYASAN
SARAWAK IN KUCHING

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ABSTRACT

Job performance refers to the work-related activities expected of an employee and how well those activities are executed. The study was based on The Denison's Model (Daniel, 2009) which were comprised of four dimensions, but only three dimensions that were used to examine the relationship between organizational culture and employees job performance which are organization mission, employee involvement, and consistency towards the employees of Yayasan Sarawak. The aim of this study was to determine the relationship between organizational culture and employees' job performance among employees of Yayasan Sarawak. This was accomplished through the quantitative method of data collection namely questionnaire. The findings of the study revealed that all the organizational culture: organization mission, employee involvement and consistency have a moderate relationship towards employees' job performance among the employees of Yayasan Sarawak. The correlation analysis revealed that organizational culture has a significant relationship towards job performance. The findings of this study provide a guideline or reference to the management on how to increase the employees' job performance. It is recommended for future researchers that an alternative method of data collection be employed so as to obtain in-depth information on how organizational culture can affect employees' job performance.

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CHAPTER 1

INTRODUCTION

This chapter discusses the background of the variables chosen for this study in general setting. It also discusses the problem statement, especially the studied issues in which and clarifies the direction of the research. The research objectives and research questions have been stated clearly. This chapter also includes the significance of the study, the limitations of the study and definition of terms that will be used.

Background of the Study

Nowadays, the implementation of job performance is important for most organizations, either public or private. The researcher stated that the organization can acknowledge the employees' performances based on the result of their job performance (Daniel, 2014). Besides, the performance is a behavior that an individual looks after either it is their strength or weakness. There are several methods that organizations use to measure the performance of the workers. One of the measurements which are organizational culture can use is key performance indicator (KPI).