THE RELATIONSHIP OF ORGANIZATIONAL CULTURE AND EMPLOYERS PERFORMANCE AT UNIVERSITE TEKNOLOGI MARA TERRENGGANU

KHAIRUNNISA BT ZAINAL ABIDIN

BACHILLOR, IN OFFICE SYSTEMS MANAGEMENT (HONS)
UNIVERSITI TEKNOLOGI MARA

Table of contents

	Page
LIDI OI IMBEL	i
LIDI OI IIOCICCO	ii
ACKNOWLEDGEMENT	iii
	iv
CHAPTER 1	
INTRODUCTION	1
Background of the Study	1
Statement of the Problem	2
Research Objectives	4
	5
Significance of the Study	5
	6
	7
Conclusion.	9
CHAPTER 2	
LITERATURE REVIEW	
Definition	10
Organizational Culture	10
Uncertainty Avoidance	11
Masculinity	12
Power Distance	14
Individualism	17
Employee's Performance	19
Relationship between Organizational Culture and Employee's Performance	20
Conceptual Framework	23
Hypothesis	24
Trypo diesis	
CHAPTER 3	
METHODLOGY	25
Research Design	25
Sampling Frame	26
Population	26
Sampling Technique	27
Sample Size	27
Unit of Analysis	28
Data Collection	28
Instrument	29
Validity of Instrument	30
Validity of illistration.	30
Data Analysis	33
Conclusion	22

LIST OF TABLES

Table		Page
3.1	Table For Determining Sample Size From A Given Population	27
3.2	Data Analysis	32
4.1	Survey On Return Rate In The Actual Study	35
4.2	Reliability Analysis For Pilot Test.	37
4.3	Reliability Analysis For Pilot Test And Actual Test	38
4.4	Findings Of The Respondent's Gender	39
4.5	Age Of Respondents	39
4.6	Race Of Respondents	40
4.7	Qualification Of The Respondents.	41
4.8	Service Period Of The Respondents.	41
4.9	Correlation Coefficient among Variable.	43
4.10	Coefficient Range Table	43
4.11	Pearson Correlation Analysis Between Uncertainty Avoidance And Employee	44
	Performance.	
4.12	Pearson Correlation Analysis Between Masculinity And Employee Performance	45
4.13	Pearson Correlation Analysis Between Power Distance And Employee	47
	Performance.	
4.14	Pearson Correlation Analysis Between Individualism And Employee Performance	49
4.15	Summary Hypothesis Of Relationship Between Organizational Culture And	55
	Employee Performance	

Acknowledgement

Alhamdulillah, praise to Allah SWT for giving me opportunity, enough time, strength

and a good health in completing this thesis.

In completing this thesis, it's a successful one I had to take the help and guideline of

some respected persons. First of all, I am grateful to Allah who gives me sound mind and

sound health to accomplish my summer placement. The completion of the task gives me

much Pleasure. Then, I would like to thank to my supervisor, Madam Wan Nor Hazimah binti

Wan Azib, for the valuable guidance and advice. She inspired us greatly to work, commit in

completing this thesis.

In addition, I would like to thank to my classmate because of the availability from all

of them while discussing the topic, experience and ideas. We collaborate together to find

ideas that can be included in this task to completion in print and sent to the lecturer involved.

Lastly, I would like to expand my sincere appreciation to my beloved family and my friends

for being very understanding, kind and supportive during my training and completion of this

report. My appreciation also goes to all those who help me directly and indirectly in

completing this report. Thank you.

Khairunnisa binti Zainal Abidin

7 January 2015

Faculty of Business Management

Universiti Teknologi MARA Kelantan

iii

TIDAK BOLEH DIFOTOSTAT

Abstract

The objective of this current research was to analyze dimension of organizational culture that affected the employees at Universiti Teknologi MARA Terengganu. The importance and contribution of this study was to provide researcher better understanding of factors that affect employee's performance in Universiti Teknologi MARA Terengganu. There were 443 employees who work in Universiti Teknologi MARA Terengganu, based on the Universiti Teknologi MARA Terengganu website. 201 questionnaires were spread out and 103 questionnaires used to analyze the data in SPSS version 22. The result supports that, the organizational culture can affect the employee's performance and that were consistent with the previous explanation. Future research need to incorporate other variables that can affect the employee's performance.