

FACTORS THAT INFLUENCE EMPLOYEES WORK PERFORMANCE

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ABSTRACT

Employees are major assets of any organization. Their active role plays towards an organization's success cannot be underestimated. As a result, equipping these unique assets through financial rewards, workplace environment, training and also supervisor support becomes imperative in order to maximize the work performance.

The purpose of this thesis was to study the factors that influence work performance. In order to understand the study aim, four factors that frequently discussed in journal that researcher read was chosen which is financial rewards, workplace environment, training and also supervisor support. The objective of this study is to know the factors that influence employees work performance are and to identify the main factors that influence employees work performance.

The study was conducted at Centre for Postgraduate Studies University Malaysia Kelantan. A qualitative research approach of the data collection was adopted using a questionnaire comprising of 40 question distributed to 30 respondents. Based on this sample the results obtained indicate that financial rewards, workplace environment, training and also supervisor support influence the employees work performance and training is the main factors that influence employees work performance. The findings can prove useful to organization as a guideline to improve their employees work performance.

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CHAPTER 1

INTRODUCTION

Nowadays, changing in new transformation and standards of living was making the organization to come out with new improvement to maintain and increase their work performance level. Therefore, many company state the target for the performance achievement in their organization. This study is aimed to examine the factors that influence employees work performance. This study approached four factors that influence employees work performance which are financial rewards, workplace environment, training and supervisor support.

Background of The Study

The main objective of this research is to identify the main factor that influence employees work performance at the organization. The respondents that have been chosen are from that organization. This research is conduct within four month. Reward system is usually designed by top management. They design the reward system based on their own

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