

UNIVERSITI TEKNOLOGI MARA

SATISFACTION WITH A PERFORMANCE PRAISAL  
SYSTEM IN JESSELTON COLLEGE:  
THE IMPORTANCE OF PERCEPTIONS OF  
JUSTICE AND ACCURACY

SITI MUNIRAH BERHAN © BIRHAN

2014653614

RAZMAN AB RAZAK

2014487024

EFFMAWIE MOHD EFENDI

2014879958

MASTER IN BUSINESS ADMINISTRATION  
ARSHAD AYUB GRADUATE BUSINESS SCHOOL

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## ABSTRACT

Jesselton College is a private higher learning institution in Kota Kinabalu that stresses on its Human Resource quality to achieve its vision and mission. As such, job satisfaction, of which performance appraisal system are one of the important element, plays an important role. This study was conducted to determine employees' satisfaction on performance appraisal system in Jesselton College, as well as to determine the effect of the employees' perception of justice and accuracy towards their satisfaction with the performance appraisal. 30 respondents were involved in this study utilizing the survey approach. The findings led to a recommendation for improvements to the existing performance appraisal system with a range of suggested implementable initiatives, aiming at improving the employees' satisfaction with the performance appraisal by improving their perception of justice.

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