

**"UNETHICAL BEHAVIOUR AFFECTS EMPLOYEE
PERFORMANCES AT D'HOTEL SERI ISKANDAR,
PERAK"**

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ABSTRACT

The purpose of this study is to examine the effects of unethical behaviour (wokplace bullying, employee theft, absenteeism and whistle blowing) on employee performance. This behaviour will violate organizational norms, policies and internal rules. The reasons why people engage in such behaviour are explored, along with how to eliminate this behaviour occur in organization environment. A literature review on unethical behaviour and employee performance was conducted. The data analysis will be based on the conceptual framework that has been developed. The result derived from this study will be enable to identify the element that influences employee performances.

Regardless of whether negative behaviour is over or implicit, it has negative consequences for the entity and its affiliates. So, this research study will discover the level of employee performance, the unethical behaviour that frequently occur in the organizations and to study the relationship between unethical behaviour with employee performance. For the purpose of the data collection for this research, the researcher use primary and secondary data. The researcher distributed 70 sets of questionnaire to the respondents to all departments at dHotel Seri Iskandar, Perak in order to make survey and collect data information. Data was analysed by statistical package for social science (SPSS) program through frequency analysis, Reliability Analysis, Descriptive Analysis, Mean Analysis, Pearson Correlation Coefficient Analysis and Hypothesis Testing.

This research study will conclude all of the result based on the research objectives and research questions. There are several recommendations for organization on how to eliminate the unethical behaviour (wokplace bullying,

employee theft, absenteeism and whistle blowing) at dHotel Seri Iskandar in order to maximize the employee performance. The recommendation for future research study also will include to ensure the result for future study more consistent, more reliability and others.

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Finally, researcher hopes that the reader can get the benefit from the work. Any suggestion and critics are mostly welcome. Researcher also would like to express the gratitude to those make correction on the mistake.

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CHAPTER 1

INTRODUCTION

Introduction

In chapter one, we are elaborating several things which are consist of background of study, statement of problem, research objective, research questions, significance of study, limitation of study and definitions of terms. Firstly, the background of study contain the general description of the topic including a brief preview of the topic will be discuss. Researcher will list several terms which contain in this research including with their meaning. Secondly, the problem statement will state a concise description of the issues that need to be addressed and solved in the research topic. Besides, research objectives are the ultimate reason for carrying out this research. Those objectives will help in developing a specific list of information needs.

For the research question, it is a statement that inquirers the goal of our topic. It illustrates what is being investigated and the research will answer the question posed. Next, the significance of studies discussing the importance of this research and its relevance. Lastly, limitations which are also known as the bends, it is refer to the difficulties while conducting this study in order to gain the needed information.

Unethical behaviours that apply at organizations bring a negative impact to employees performances. There are many unethical behaviour apply in the organization such as workplace bullying, whistleblowing, corporate scandals, fraudulent bookkeeping, theft or using company property for personal purpose, and