



A STUDY ON FACTORS THAT INFLUENCE EMPLOYEE PERFORMANCE AT
YAYASAN MELAKA

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ABSTRACT

Employees are mainly important asset of the organizations as they are contributing for the organization's success. Employee performance wills determent achievement and failure of the organizations. Performance is one of the platforms to know whether employees work well or not. However, employee performance based on productivity reported low in Malaysia. The purpose of this research to identify factors that influencing the improvement of employee performance in Yayasan Melaka. Employee performance as dependent variables while compensation and benefits, working environment, training and recognition as independent variables. This is quantitative research which had used self-administered questionnaire as the instrument for the collection of data. A stratified sampling technique is used to collect a sample of 75 respondents from the total population 89 employees. The data collected then evaluate systematically by using Statistical Package for the Social Science (SPSS) Version 20 software. By using SPSS, numerous tests such as reliability analysis, frequency distribution, descriptive analysis, Pearson's Correlation analysis and multiple regression analysis had been used. Based on p-value should not more than or equal to 0.05, the result indicated two independent variables have shown a significant relationship which are "working environment" and "recognition". "Compensation and benefits", as well as "training" showed insignificant result with employee performance. Thus, several action should be taken by Yayasan Melaka to increase employee performance. Firstly, Yayasan Melaka should provide more convenient facilities, clean, healthy and safe workplace. Secondly, Yayasan Melaka should organize more awards ceremony for those who show good performance of their job in order to trigger employees to be more committed in the organization.

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