



**THE RELATIONSHIP OF READINESS FOR CHANGE, ORGANIZATIONAL
LEARNING, EMPLOYEES' STRESS TO ADAPTIVE PERFORMANCE AMONG
EMPLOYEES' PRODUCTION AT SHARP MANUFACTURING CORPORATION
(M) SDN. BHD**

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MELAKA

JANUARY 2019

ACKNOWLEDGEMENT

In the name of Allah, the Most Gracious and the Most Merciful

Alhamdulillah, all praises to Allah for the strengths and blessings He showered upon us in completing this thesis. Special appreciation goes to our lecturer, Madam Ainaa Idayu, for her supervision and constant support. Her valuable help in giving constructive comments and suggestions have contributed to the success of this research. It is through her guidance and encouragement that this work came into completion. With her encouragement and words, the research study had been smooth because we are able to understand on the research topic and the proper way to conduct the research.

I extend my deepest gratitude goes to my beloved parents for their unlimited support they had given to me. They are the reasons for all the success that I had achieved. Sincere thanks to all of my friends and classmates for their kindness and moral support during my study. Thanks for that memorable friendship.

Finally, I would like to acknowledge with much appreciation to one and all that directly and indirectly, have been helping us with this research. Your kindness means a lot to me. Thank you very much.

ABSTRACT

As a component of overall employee performance, adaptive performance refers to the ability of an individual to change his or her behaviour to meet the demands of a new environment. The concept is relevant to firms that face especially complex and volatile business conditions. Research and practice have been hampered by a general lack of a widely available, psychometrically sound, multidimensional scale of adaptive performance that is applicable across a wide range of job contexts. The study was conducted at Sharp Manufacturing Corporation (M) Sdn. Bhd in Batu Pahat with a sample 170 respondents. The result from this study indicates that not all variables might influence the adaptive performance.

Keywords: Adaptive Performance, Readiness for Change, Organizational Learning, Employees' Stress

TABLE OF CONTENT

TITLE PAGES

DECLARATION OF ORIGINAL WORK.....	ii-iv
LETTER OF SUBMISSION.....	v
ACKNOWLEDGEMENT.....	vi
TABLE OF CONTENT.....	vii-x
LIST OF TABLES.....	xi
LIST OF FIGURE.....	xii
LIST OF ABBREVIATIONS.....	xiii
ABSTRACT.....	xix

CHAPTER 1: INTRODUCTION

1.0 Introduction.....	1
1.1 Background of Study.....	1-3
1.2 Research Problem.....	4
1.3 Research Objective.....	5
1.4 Research Question.....	6
1.5 Scope of Study.....	7
1.6 Significant of Study.....	8
1.6.1 Organization.....	8
1.6.2 Employees.....	8
1.6.3 Future Research.....	8
1.7 Limitation of Study.....	9
1.7.1 Sharp Manufacturing Corporation (M) Sdn. Bhd.....	9
1.7.2 Researcher's Knowledge.....	9
1.7.3 Employee Commitment.....	9
1.7.4 Limited number of Respondents.....	10
1.8 Definition of Term.....	11
1.8.1 Readiness for Change.....	11

1.8.2 Organizational Learning.....	11
1.8.3 Employees' Stress.....	11-12

CHAPTER 2: LITERATURE REVIEW

2.0 Introduction.....	13
2.1 Adaptive Performance.....	13-17
2.1.2 Readiness for Change.....	18-19
2.1.3 Organizational Learning.....	20-21
2.1.4 Employees' Stress.....	22-23
2.2 Hypothesis.....	24
2.3 Research Framework.....	25

CHAPTER 3: METHODOLOGY

3.0 Introduction.....	26
3.1 Research Design.....	26
3.1.1 Purpose of the Study.....	27
3.1.2 Type of Investigation.....	27
3.1.3 Unit of Analysis.....	27
3.1.4 Study Setting.....	28
3.1.5 Extent of Research Interference.....	28
3.1.6 Research Strategies.....	28
3.1.7 Time Horizon.....	28-29
3.2 Sample	
3.2.1 Sample Frame.....	30
3.2.2 Sample Design.....	30
3.2.3 Sample Size.....	30
3.2.4 Questionnaire Design.....	31
3.2.5 Questionnaire Items.....	32-33
3.3 Data Analysis	
3.3.1 Data Transformation.....	34
3.3.2 Reliability Analysis Testing.....	34-35
3.3.3 Frequency Distribution.....	36
3.3.4 Descriptive Statistical Analysis.....	36-37