



FACTORS THAT INFLUENCE EMPLOYEE PERFORMANCE AT RANHILL SYARIKAT

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ABSTRACT

Employee performance is a key determinant of success or failure in a company. Employee who did not perform well will give bad effect towards organization. Organization needs to ensure that employee performance and job satisfaction become a matter of necessity to every organization. The purpose of this research to investigate factors that influence employee performance at Ranhill Syarikat Air Johor (SAJ). Four independent variables in this study are organizational structure, technological changes, organizational leadership and organizational culture. 56 questioners were distributed and only 57 questioners were return. The data collected then will be evaluate by using Statistical Package for the Social Science (SPSS). Data collected from SPSS such reliability analysis, frequency distribution, descriptive analysis, Pearson's correlation analysis and multiple regressions. The result indicated that only organizational culture has positive impact towards employee performance while the rest three independent variables which are organizational structure, technological changes and organizational leadership does not have positive impact towards employee performance

Keywords: Employee performance, organizational structure, technological changes, organizational leadership and organizational culture.

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