



INTELLECTUAL CAPITAL AND JOB PERFORMANCE:
A CASE OF MMC-GAMUDA JOINT VENTURE SDN BHD

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ABSTRACT

The function of this paper is to examine the relationship between Intellectual Capital (Human Capital, Structural Capital, Social Capital & Technological Capital) on job performance among MMC-Gamuda Joint Venture Sdn Bhd staffs. This paper uses primary data which is questionnaire. Questionnaire have been given to respondent in order to know to relationship between Intellectual Capital and Job Performance. 201 sample have been identified and all questionnaire returned. The data then were analyzed by using correlation and regression analysis.

After gathering data, the finding shows that Intellectual Capital(Human Capital & Social Capital) have positive relationship towards Job Performance. While other Intellectual Capital (Structural Capital & Technological Capital) not significant towards job performance. These include the inability to use the finding to draw conclusion on larger population. Due to the company's policies the information or resources is keep as private and confidential. In term of time, some respondent request to delay the time collecting the questionnaires due to their time constraint. As current period, this company is at the end of their phase 1. The other limitation is money. To distribute the questionnaires a lot of money will be use such as for searching for the information and distributing the questionnaires also consume money for MMC-Gamuda Joint Venture Staffs. This paper considered first empirical study to examine the effect of Intellectual Capital and Job Performance. This type of paper is Research Paper. Keyword can be used in this research paper are Intellectual Capital, Human Capital, Structural Capital, Social Capital, Technological Capital and Job Performance.

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