



**FACTORS INFLUENCING INDIVIDUAL WORK PERFORMANCE IN UTILITIES AND  
INTERCONNECTING (U&I) PACKAGE 14 REFINERY AND PETROCHEMICAL  
INTERGRATED DEVELOPMENT (RAPID) PROJECT**

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## **Abstract**

The factors influencing individual work performance are well documented in the literature. However the different factors to address the determinants of individual work performance and their impacts toward company and Project. An approach to individual work performance is adopted in this paper. A survey was carried out on a sample of 265 employees of U&I Package 14 Refinery and Petrochemical Integrated Development (RAPID) Project. Specifically the study examined the task performance, adaptive performance, contextual performance and counterproductive work behaviour that are related to individual work performance. All the four major of independent variable will be explained in the literature review and research framework.

## **Keywords**

Individual work performance, task performance, adaptive performance, contextual performance and counterproductive work behaviour.

## Table of Contents

	Page
TITLE PAGE	
DECLARATION OF ORIGINAL WORK	
LETTER OF SUBMISSION	
ACKNOWLEDGMENT	
TABLE OF CONTENT	
LIST OF TABLE	
LIST OF FIGURE	
ABSTRACT	
<b>CHAPTER 1: INTRODUCTION</b>	
1.0 INTRODUCTION	1
1.1 PETRONAS Refinery and Petrochemical Corporation Sdn Bhd	1
1.2 BACKGROUD OF STUDY	2-3
1.3 PROBLEM STATEMENT	3-5
1.4 RESEARCH QUESTION	5
1.5 RESEARCH OBJECTIVE	5
1.6 SCOPE OF STUDY	6
1.7 SIGNIFICANT OF STUDY	7-8
1.8 LIMITATION OF STUDY	8-10
1.9 DEFINATION OF TERM	8-10
<b>CHAPTER 2: LITERATURE REVIEW</b>	
2.1 INTRODUCTION	12
2.2 INDIVIDUAL WORK PERFORMANCE	12-13
2.3 TASK PERFORMANCE	14-15
2.4 CONTEXTUAL PERFORMANCE	15-16
2.5 ADAPTIVE PERFORMANCE	16-17
2.6 COUNTERPRODUCTIVE WORK BEHAVIOUR	18-19
2.7 CONCECPTUAL FRAMEWORK	20
2.8 HYPOTHESIS	21-22
2.9 SUMMARY	22
<b>CHAPTER 3: RESEARCH METHODOLOGY</b>	
3.1INTRODUCTION	24
3.2RESEARCH DESIGN	24-25
3.3 POPULATION	25