



EMPLOYEE PARTICIPATION, OPENNESS TO COMMUNICATION AND
REWARD SYSTEM INFLUENCE EMPLOYEE PERFORMANCE IN PEJABAT
PENDIDIKAN DAERAH GOMBAK SELANGOR.

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JULY 2017

ACKNOWLEDGEMENT

In completing my journey to finish this research, it involves many people who give me support and encouragement towards completing this study. First and foremost, I want to be thankful to Allah S.W.T. for made all things possible and because with him permission and blessing, I can complete this study on time and smoothly. Second, a special thanks to my advisor, Madam Ainaa Idayu Iskandar because she helped me a lot in order to finish this study. Special thanks also for Sir Helmy Fadlisham bin Hassan for his advice and useful information in order for me to complete this study. Her supervision, guideline and support that she gave truly help the progression of this study. Thirdly, I would like to thank to employees in Pejabat Pendidikan Daerah Gombak because they give a lot of cooperation and information in order to complete this study. I really appreciate their cooperation because without the information that have been given by them, I cannot complete this study. Special thanks dedicated for them. Last but not least, my appreciation for those who assisted me in completing this assignment. Special thanks to my friends because they give some information regarding completing this study. Without their help, this study cannot be completed successfully. Thank you very much.

ABSTRACT

The purpose of this study is wants to analyse the influences of organizational culture towards employee performance in Pejabat Pendidikan Daerah Gombak (PPD) Selangor. This study also wants to examine the relationship between organizational culture and employee job performance in this organization. This study is based on research survey. Primary and secondary data were used in this study. Primary data is from the questionnaires that have been collected. While secondary data is from journal article and the Internet. Sample sizes of 62 employees from total of 80 employees in the organization were used in this study. Employee participation, openness to communication and reward system are considered as variables in this study. Therefore, descriptive analysis, correlation analysis and regression analysis will be used to analyse the data in this study. The result revealed that openness to communication has the most influence factor towards employee performance in this organization. Meanwhile, employee participation is significant and has weak association towards employee performance. The result also revealed that reward system is nit significant and has weak association towards employee performance in this study. This study is to fulfil the acknowledgement towards the impacts of organizational culture on employee performance in the organization.

TABLE OF CONTENTS

TITLE PAGE.....	i
DECLARATION OF ORIGINAL WORK.....	ii
LETTER OF TRANSMITTAL.....	iii
ACKNOWLEDGEMENT.....	iv
TABLE OF CONTENTS.....	v
LIST OF FIGURES.....	vi
LIST OF TABLES	vii
ABSTRACT.....	viii
1.0 CHAPTER 1: INTRODUCTION.....	1
1.1 Background of the study	1
1.2 Background of the company.....	1
1.3 Problem statement.....	5
1.4 Research objectives.....	6
1.5 Research question.....	7
1.6 Hypotheses.....	7
1.7 Significant of the study.....	7
1.8 Definition of terms.....	10
1.9 Scope of the Study.....	12

2.0 Conclusion.....	12
2.0 CHAPTER 2 : LITERATURE REVIEW	13
2.1 Literature Review.....	13
2.2 Theoretical Framework.....	30
2.3 Hypotheses Development.....	30
2.4 Conclusion.....	31
3.0 CHAPTER 3: METHODOLOGY.....	32
3.1 Introduction.....	32
3.2 Research Design.....	32
3.3 Population.....	34
3.4 Sampling technique.....	35
3.5 Sample size.....	35
3.6 Data Collection.....	36
3.7 Data Analysis.....	37
3.8 Research Procedure.....	38
3.9 Instrumentation.....	38
4.0 Validity of Instrument.....	38
4.1 Reliability of Instrument.....	39