

**THE RELATIONSHIP BETWEEN DIMENSION OF UNCERTAINTY
AVOIDANCE AND POWER DISTANCE TOWARDS EMPLOYEES' JOB
PERFORMANCE AT UNIVERSITY TECHNOLOGY MARA (UITM)
JENGA, PAHANG**

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Abstract

The purpose of this study is to examine the relationship between uncertainty avoidance and power distance towards employees' job performance at Perbadanan Kemajuan Negeri Pahang. In this study, the researcher wants to know whether there is significant relationship of uncertainty avoidance towards employees' job performance. The researcher also wants to know whether there is significant relationship of power distance towards employees' job performance. The populations in Perbadanan Kemajuan Negeri Pahang were 152. The respondents for this study were 96 respondents and the sampling technique that the researcher used was random sampling. The researcher found that the relationship between uncertainty avoidance and power distance towards employees' job performance in Perbadanan Kemajuan Negeri Pahang were moderate. The researcher also suggest a few recommendation which are providing employee with the appropriate training within the organization and Create a low power distance culture sometimes.

Keywords: uncertainty avoidance, power distance, job performance

CHAPTER 1

INTRODUCTION

Background of the Study

Culture refers to the cumulative deposit of knowledge, experience, beliefs, values, attitudes, meanings, religion, roles, that acquired by a group of people in the course of generation through individual and group striving. Culture is communication, and communication is culture. Culture is the most likely to impact the business activities as well as the performance in an organization, according to Leung, Bhagat, Buchan, Erez, and Gibson (2005). It is important to be aware about the culture because it can result in the greater success of the business and will face failure if the people are not aware about it, according to Dowling, Festing, and Engle (2008). Geert Hofstede is the one who develop the culture dimension. There are five dimensions that developed by Geert Hofstede (1980), which are power distance, uncertainty avoidance, individualism/collectivism, masculinity/femininity and long-term orientation.

In order to do the research, the researchers had chosen two Hofstede dimensions which are uncertainty avoidance and power distance. Power distance is a term that describes how people belonging to a specific culture view power relationship between people including the degree that people not in power accept that power is spread unequally. While uncertainty avoidance describes some people are more comfortable with uncertainty than others, and the degree to which individuals participate in certain behaviours to stay in comfortable situations.