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THE RELATIONSHIP BETWEEN ORGANIZATIONAL JUSTICE AND JOB PERFORMANCE AT HARTALEGA BHD

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JULY 2017

ACKNOWLEDGEMENT

First of all, I would like to thank UiTM Bandaraya Melaka for giving me the opportunity to complete my study there. Overall it has been a wonderful 3 years at UiTM despite all the challenges that I had faced. I would also like to thank my advisor for this thesis, Dr. Ramesh Krishnan for his endless effort in guiding me during the writing of this thesis. Without his patience, support and guidance, I would not have made this far.

Next, I also would like to thank Mr Mohd Ridzuan Kunjan and Mr R.B Yoges Balaras for allowing me to complete my internship at Hartalega Bhd. The knowledge and experiences obtained have helped me to understand better about the structure and relationship within the organization. Plus, it has been an honour for me to work for one of the top producers of gloves in the world.

Besides that, I would also like to thank my mother, Binti and my fellow friends for all the support and encouragement in completing this thesis. Finally, I hope that this thesis will be useful especially in Human Resource context.

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ABSTRACT

The purpose of this paper is to investigate the relationship between organizational justice and job performance at Hartalega Bhd. The study is focusing on the perception of employees toward the organizational justice practice in the organization and to determine whether those perception influence their job performance.

For the research methodology, this study tested a sample of 142 people from Hartalega. The data was gathered using questionnaire before being analysed by using SPSS version 23. Descriptive study show positive and significant relationship for all variables. Multiple regression analysis was conducted to test the hypothesis.

The result shows that distributive justice has the strongest impact on the job performance, followed by interactional justice and procedural justice. The result of this study will help manager identify the factor that is require to improve employee performance to be more efficient and productive. The study also help employee and manager to improve the organization environment in the organization. The result may be not generalized because the data was collected using convenient sampling and only collected at Hartalega Bhd.