THE RELATIONSHIP BETWEEN PERFORMANCE APPRAISAL AND DEMOGRAPHIC TOWARDS JOB SATISFACTION AMONG EMPLOYEES IN JOHOR CORPORATION

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2010

NOVEMBER 2010
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Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____________________________  Date: 19 November 2010
LETTER OF SUBMISSION

19th of November 2010

The Project Advisor
Encik Helmy Fadlisham Bin Abu Hasan
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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attachment is the project paper entitled “RELATIONSHIP BETWEEN PERFORMANCE APPRAISAL AND DEMOGRAPHIC TOWARDS JOB SATISFACTION AMONG EMPLOYEES IN JOHOR CORPORATION” in order to fulfill the requirement by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Yours sincerely,

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BBA (Hons) Human Resource Management
Relationship between Performance Appraisal and Demographic Towards Job Satisfaction among Employees in Johor Corporation

The purpose of this paper is to examine the role of performance appraisals on human resource management outcome, which is job satisfaction. PA process is a complex and sophisticated subjects. Organizations around the world are facing similar challenges which are the difficulty to conduct this process. It is not easy to evaluate employees' performance.

This research has tended to focus on the relationship between features of a PA process and HR outcome (job satisfaction). Organizations need to acknowledge the importance of the overall PA experience when evaluating its consequences for HRM outcome. This study has been conducted within JCorp and it involved 97 respondents in different department. Results of this study showed that all PA features have significant relationship with employees' job satisfaction in JCorp. Recommendations for future research are also have been discussed.

**Keywords**  Performance Appraisal, Clarity, Communication, Trust, Fairness, Job Satisfaction, Age, and Position Background.

**Paper type**  Research Paper

**Company**  Johor Corporation