MANAGEMENT PRACTICES TOWARDS INDIVIDUAL JOB PERFORMANCE: A CASE OF PT. PUSRI REGIONAL MARKETING OFFICE (PPD), PALEMBANG, SOUTH SUMATERA

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by

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DECLARATION

I declare that the substance of this project paper has never been submitted for any degree or post graduate programs and qualifications.

I certify that all the supports and assistance received in preparing this project paper and all the sources abstracted have been acknowledge in this stated project paper.

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ABSTRACT

The great achievements of PT. PUSRI have resulted from strategies and innovation based upon the various management areas and subsidiaries holding company. The management of PUSRI has built a strong foundation and continuously directed the company to ensure the good implementation of strategies. PPD as a central marketing office which has responsibility to create the market strategy and distribute the fertilizers should able to give the customers such a good services and good reputation for PUSRI itself. Consequently the company require hard working, high commitment and competent staff members. Therefore the purpose of the study is to examine empirically the relationship between management practices on job performance at PPD SUMSEL. Specifically the dimension of management practices that was examined was leadership practices, communication practices and reward practices. The respondents of the study are 106 employees. The Pearson correlation suggested management practices have significant correlation with job performance. Multiple regression analysis indicated leadership and reward practices were the predictors in explaining the respondents' job performance. The findings were discussed and recommendations for future research were also addressed.

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CHAPTER 1

INTRODUCTION

1.1   Introduction

This chapter explores the problem statement, objectives of the study, research questions, significance of the study, and scope of the study. Hopes this research able to contribute and get more reliable data about the management practices on employee performance in PUSRI Regional Marketing Office (Pemasaran Pusri Daerah (PPD)) Palembang, South Sumatera.

There is no doubt that management practices are linked to the productivity and performance of   a company. Researcher provide an extensive review of the literature in terms of research findings from studies that have been trying to measure and understand the impact of management practices toward job performance. Management is the process of designing and maintaining an environment in which individuals, working together in groups, efficiently accomplish selected aims (Koontz and Weihrich, 1990). In its expanded form, this basic definition means several things. As managers, people carry out the managerial functions of planning, organizing, staffing, leading, and controlling. The aim of all managers is the same, to create kind of benefit which at the end managing is concerned with productivity which implies effectiveness and efficiency.

The contents of the thesis is for internal user only

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