

Saya memperakui bahawa barang- barang/ perkhidmatan yang dipesan telah dilaksanakan dengan sempurna



Tandatangan:

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Tarikh: 15 Dis 2020



The Effectiveness of Incentives at Enterprise Level

Interim Report

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Objectives of the Study

The intended objectives of this study are as follows:

- To provide details information on SPPE incentives programme in MPC
- To identify the impact of SPPE productivity towards industry
- To facilitate the formulation of other forms of incentives in the future.

Research Methodology

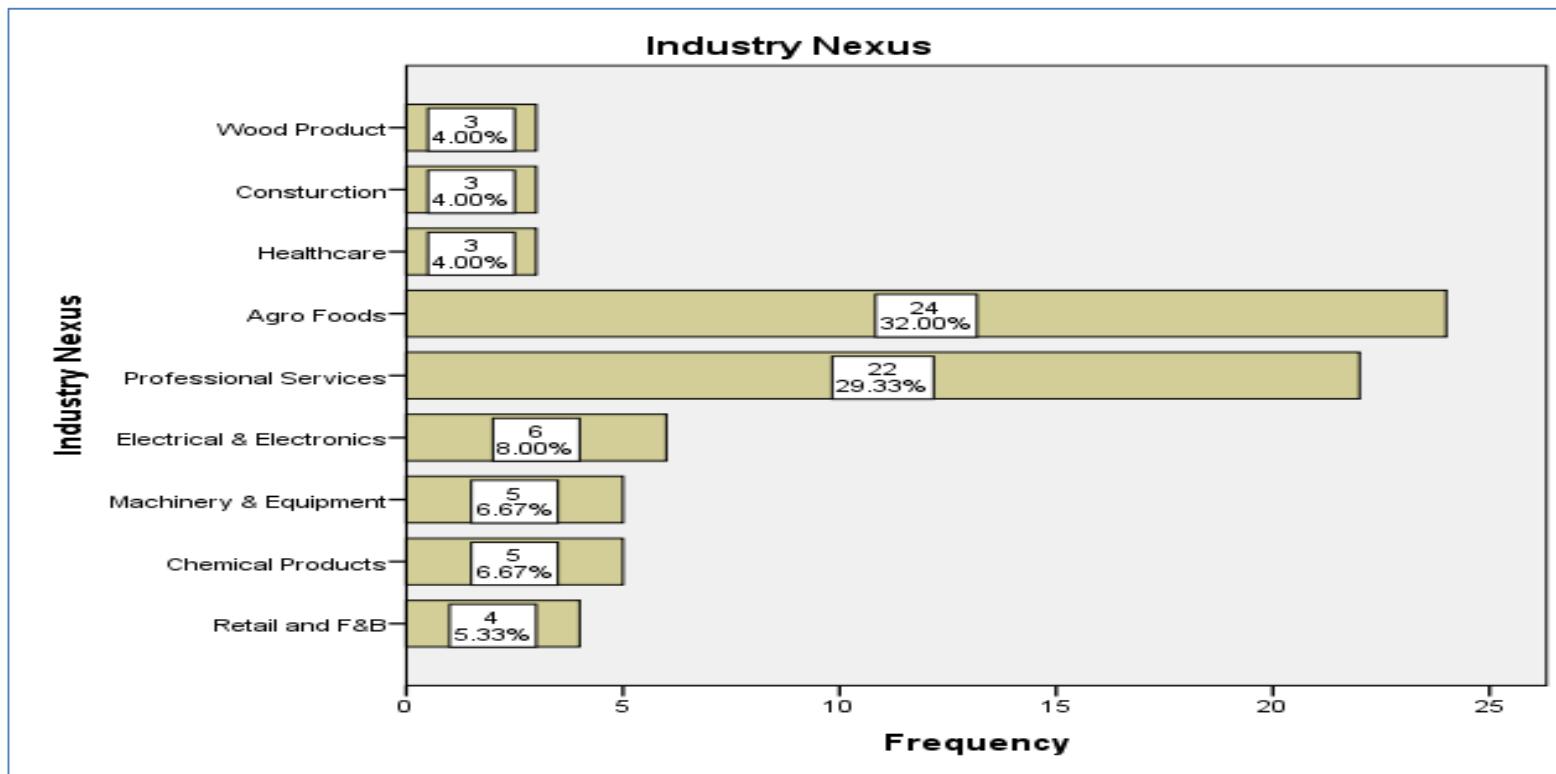
- This study will be conducted in four (4) main stages as follows:
 - Secondary data collection based on result of the Pre & Post analysis of Business Excellence (BE) and SPPE final report presentation by the participating companies
 - Primary data Collection through questionnaires. A ‘one off’ post study will be conducted on participating company in 2017, 2018 and 2019. Data will be collected through a questionnaire that will be emailed using the email provided by the participating companies using Google Form Questionnaire Format.
 - Data Analysis - The quantitative and qualitative data from data set will be analyzed through the use of descriptive statistics, cross tabulation and T-Test analysis by using Statistical Package for Social Science (SPSS) software.
 - The project schedule is estimated to be completed within 1 ½ months from November to Middle of December 2020

Data Analysis for Business Excellence (BE)

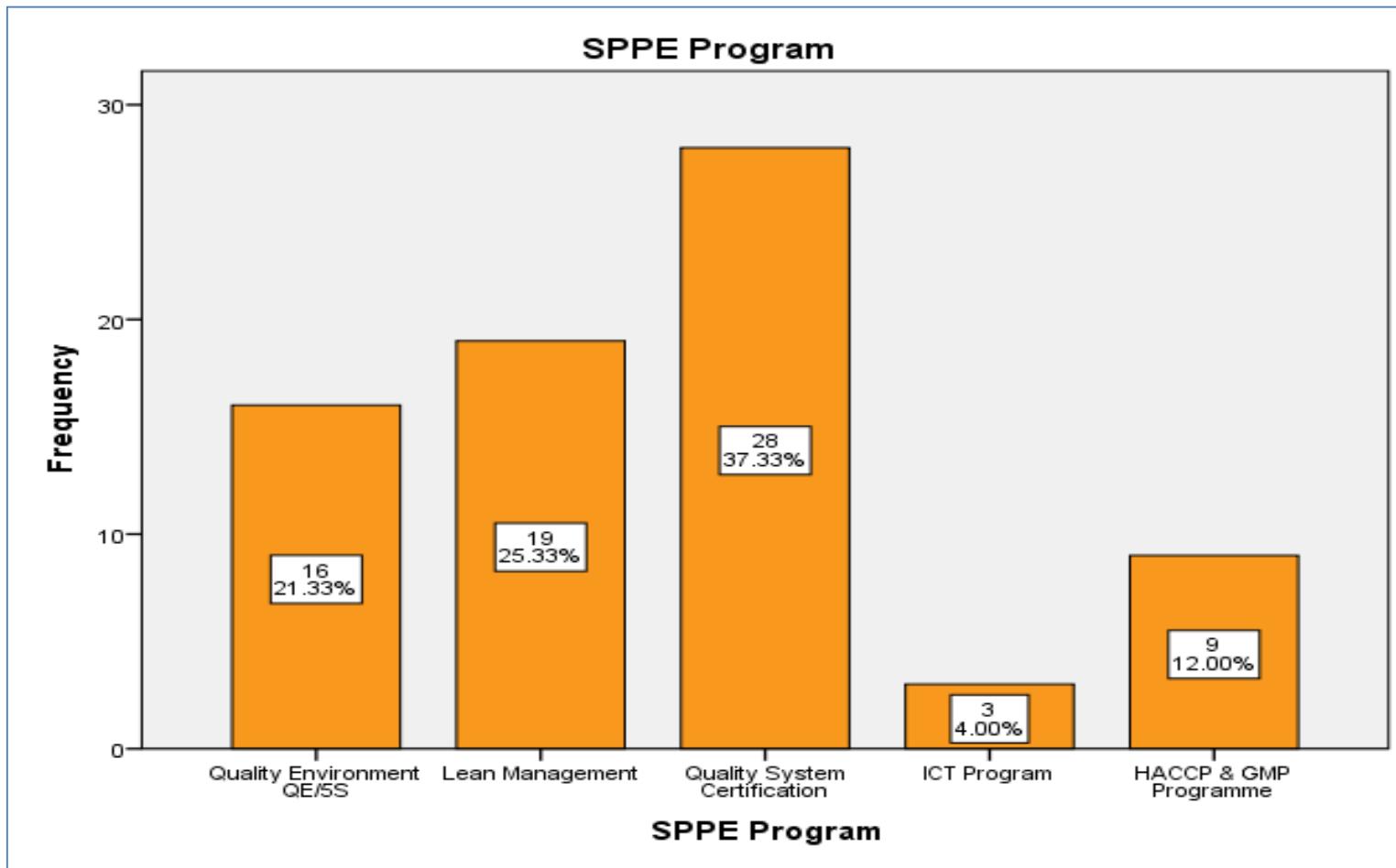
Total and Individual Score

Secondary Data Analysis

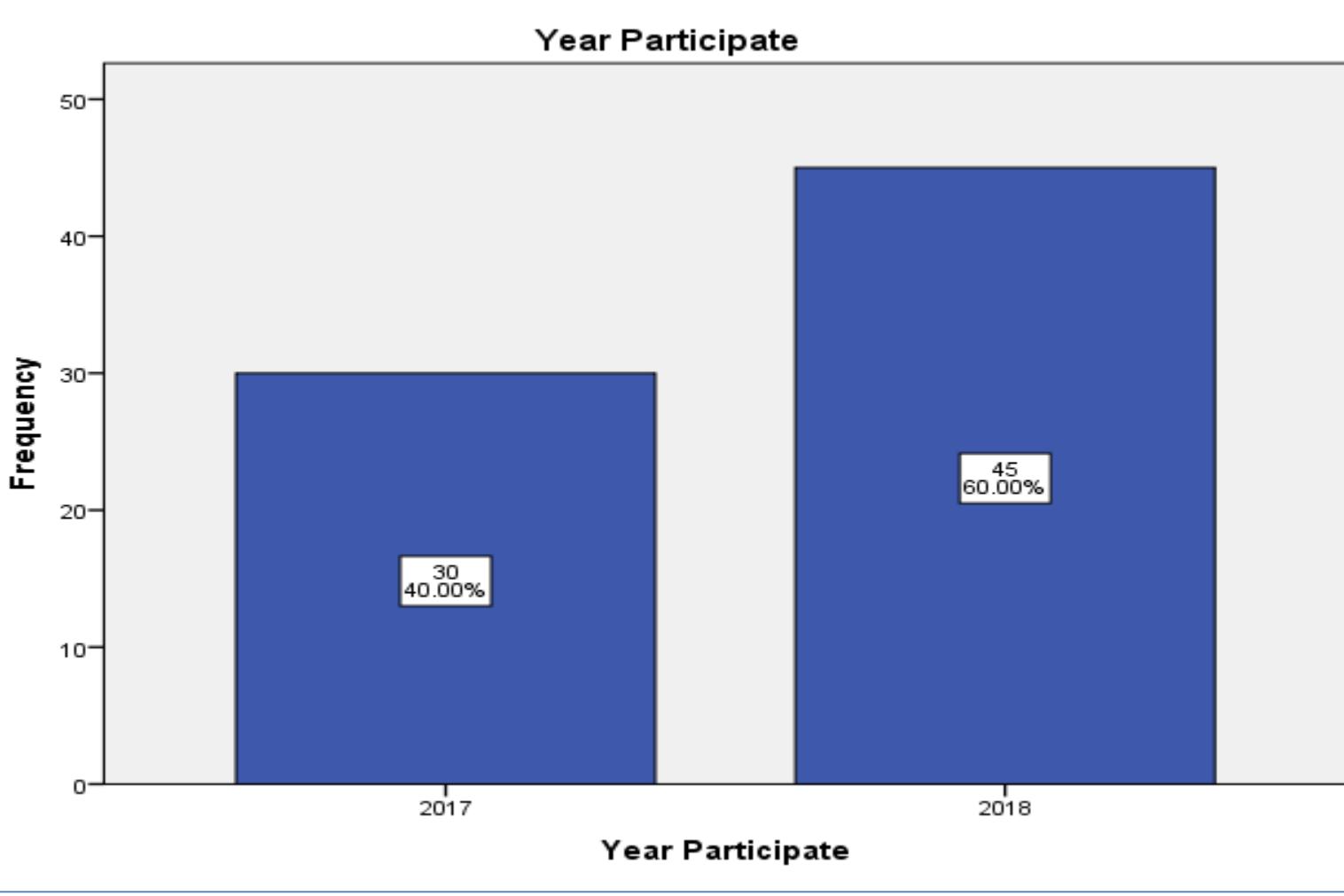
As at 27 November 2020, a total of 75 set of Business Excellence (BE) data was complied. The profile of the companies were as follows:



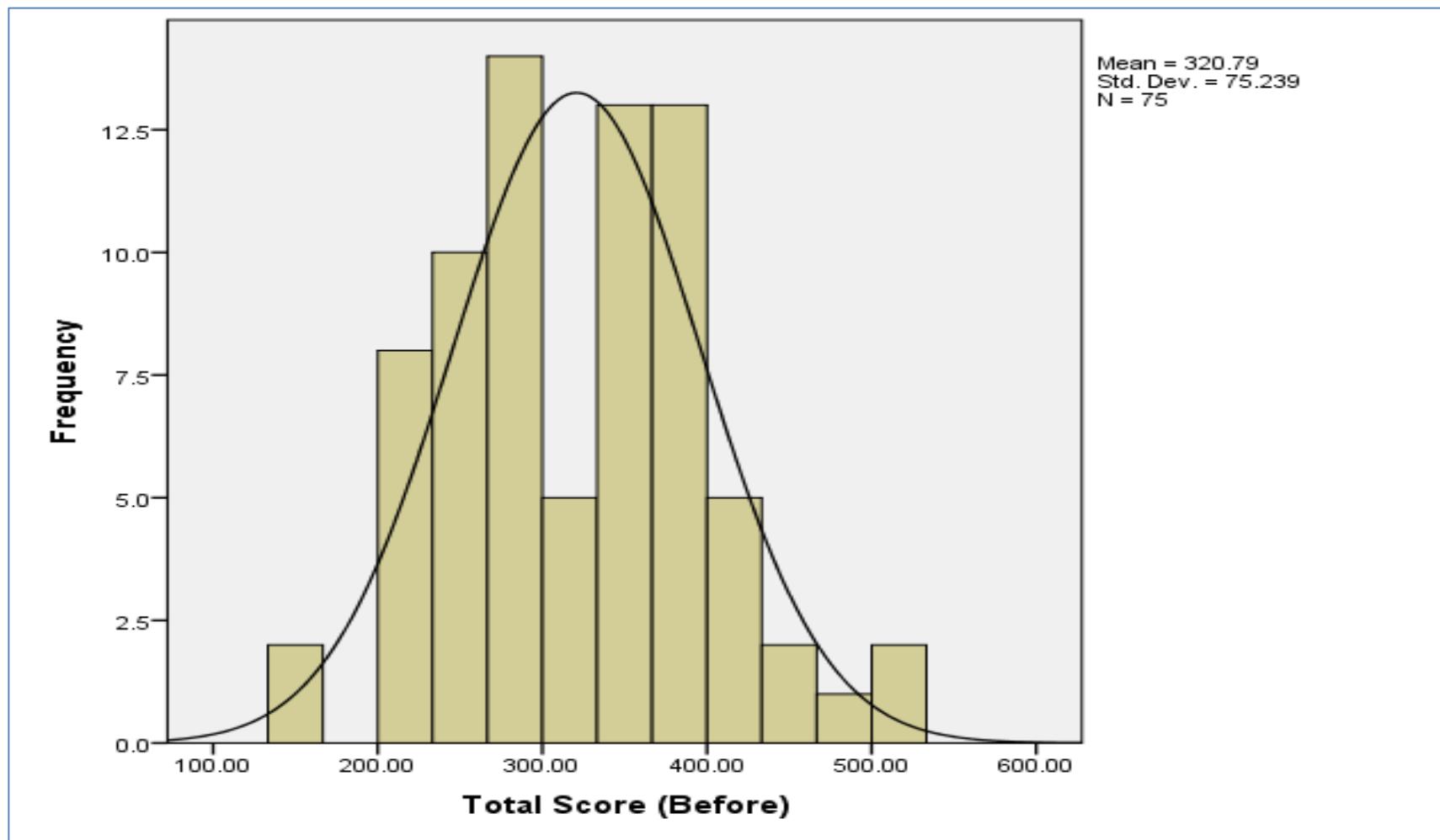
SPPE programme



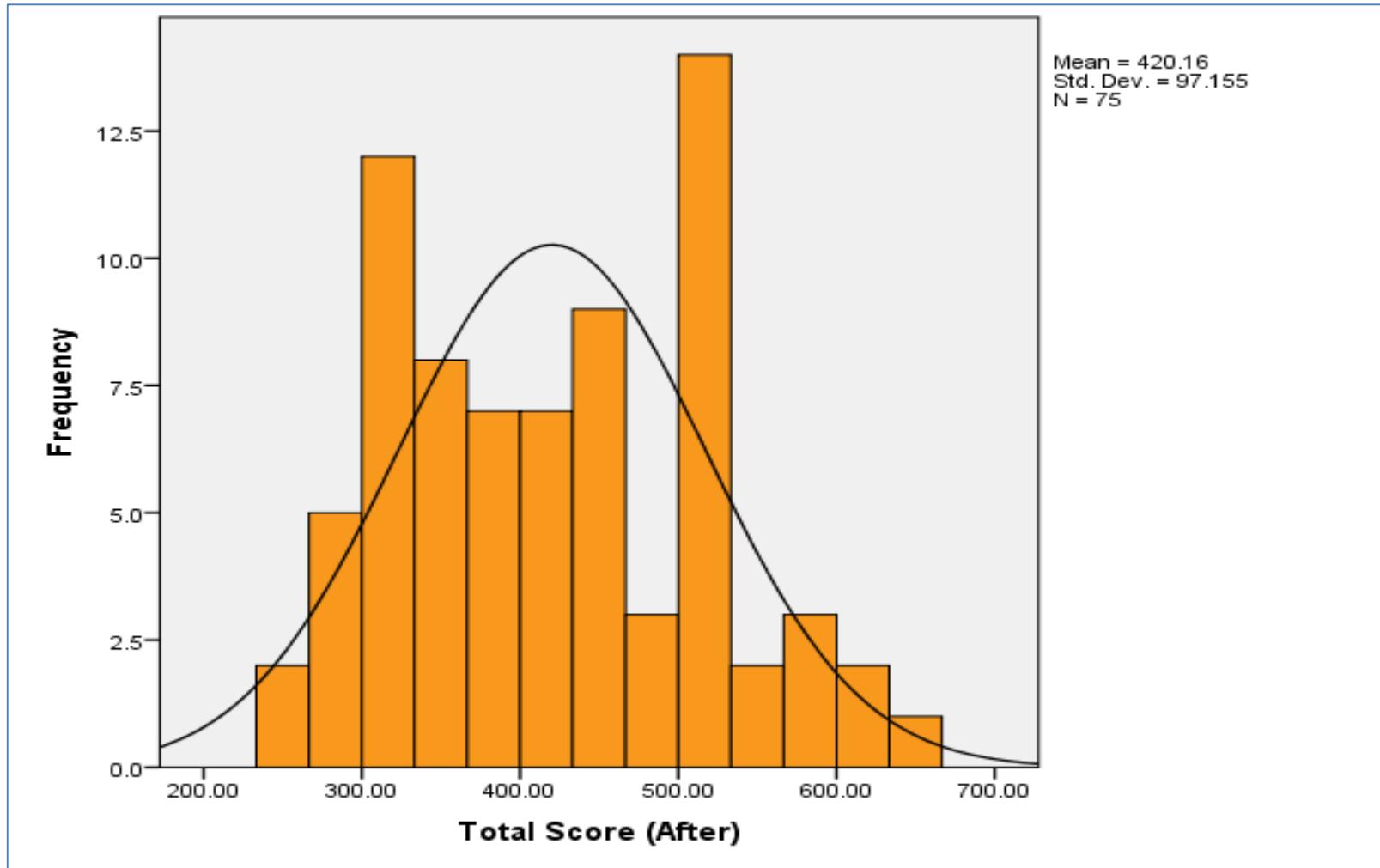
Year of SPPE Participation



Mean Business Excellence (BE) Pre Total Score



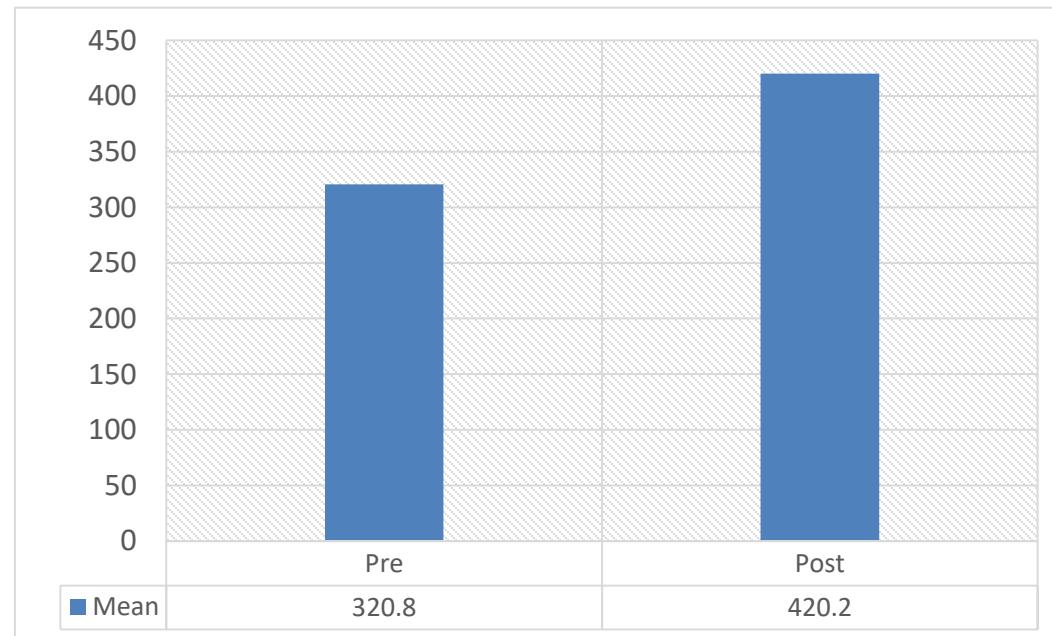
Mean Business Excellence (BE) Post Total Score



Mean Comparison Pre & Post Total Score

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Total Score (Before)	75	156.90	510.30	320.7947	75.23886
Total Score (After)	75	238.20	644.00	420.1623	97.15522
Valid N (listwise)	75				

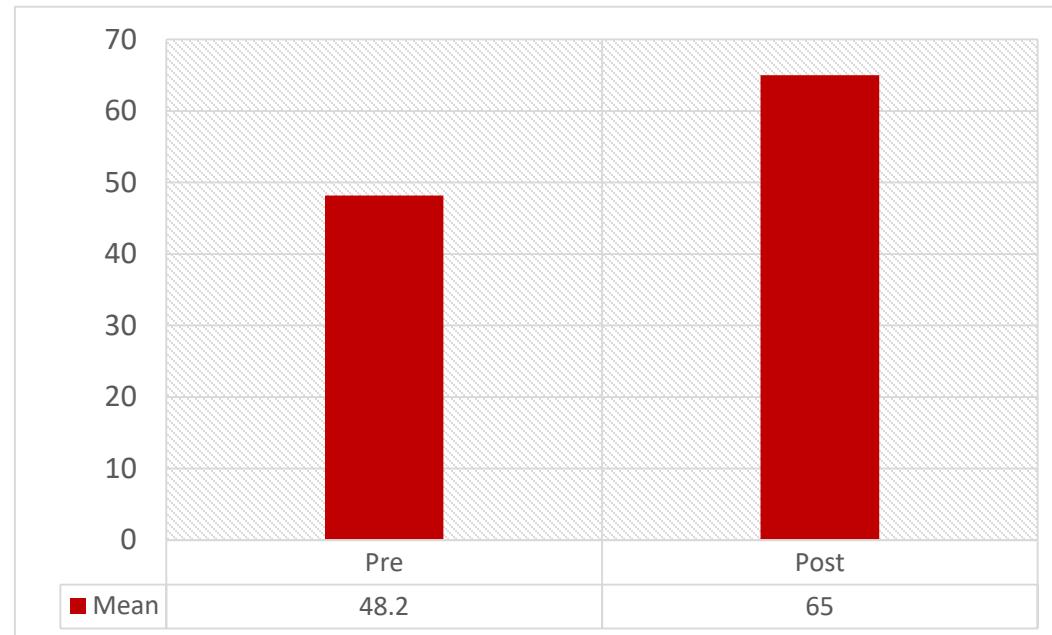


The differences of mean total score between Pre & Post is **99.4** point

Mean Comparison Pre & Post Leadership Score

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Leadership (Before)	75	23.80	80.40	48.1787	13.08249
Leadership (After)	75	32.70	103.00	65.0013	15.14894
Valid N (listwise)	75				

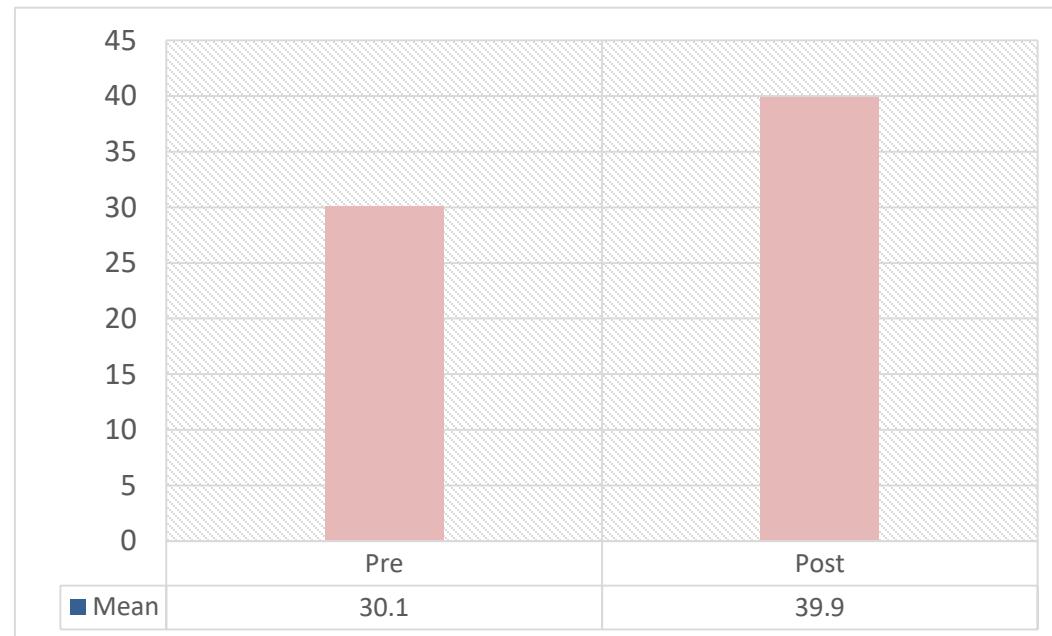


The differences of mean score between Pre & Post is **16.8** point

Mean Comparison Pre & Post Planning Score

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Planning (Before)	75	15.00	51.80	30.0760	7.43090
Planning (After)	75	19.10	65.00	39.9387	9.05395
Valid N (listwise)	75				

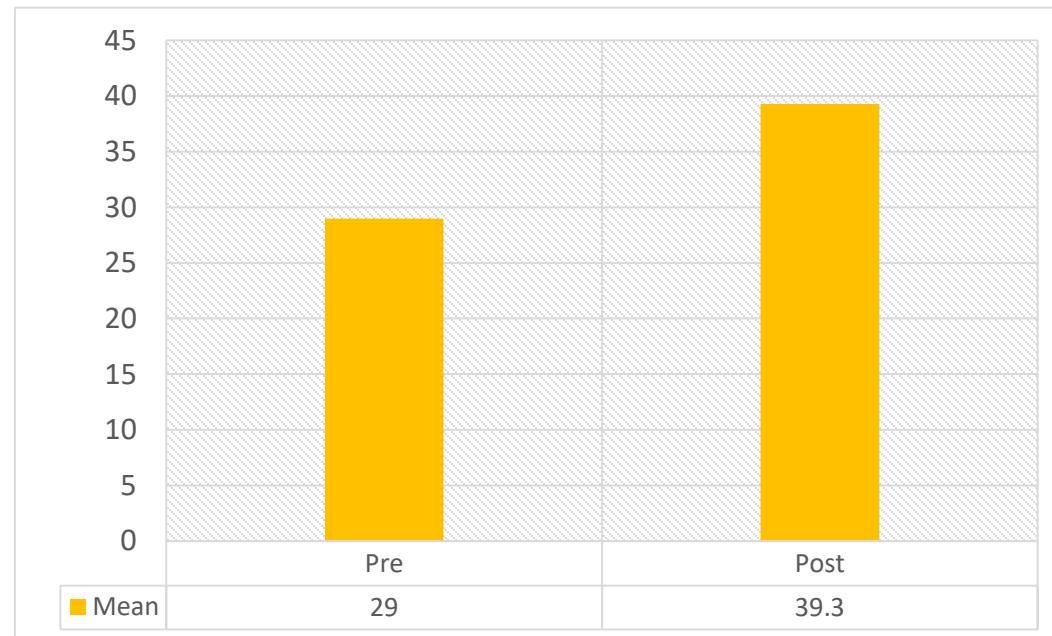


The differences of mean score between Pre & Post is **9.8** point

Mean Comparison Pre & Post Information Score

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Information (Before)	75	15.00	47.10	29.0040	7.68045
Information (After)	75	15.00	58.00	39.2987	8.67988
Valid N (listwise)	75				

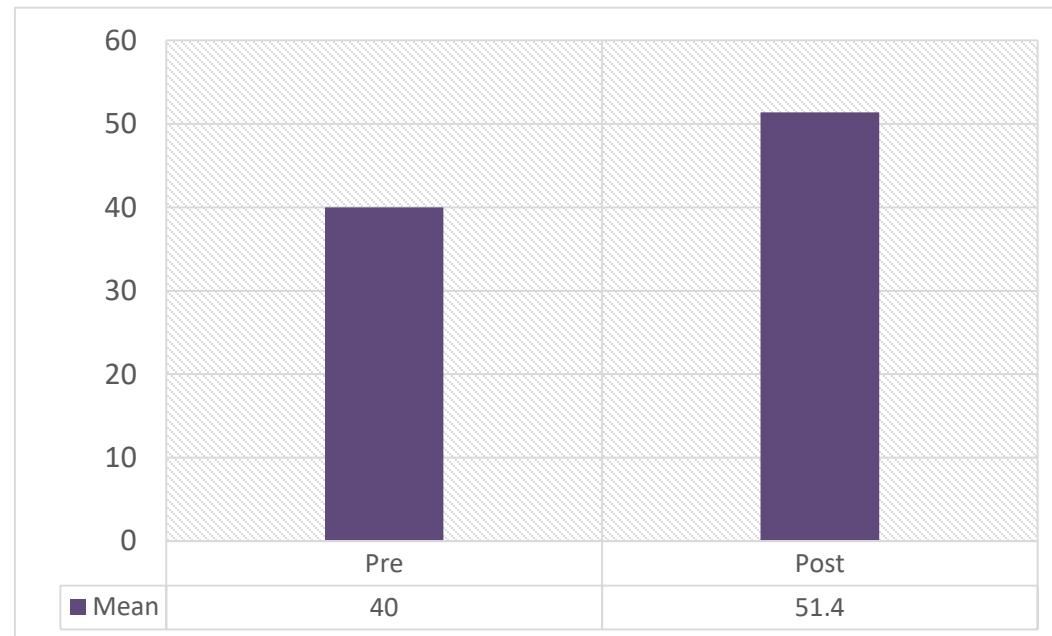


The differences of mean score between Pre & Post is **10.3** point

Mean Comparison Pre & Post Customer Score

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Customer (Before)	75	18.30	73.30	39.9960	10.05049
Customer (After)	75	32.00	78.00	51.4107	10.36025
Valid N (listwise)	75				

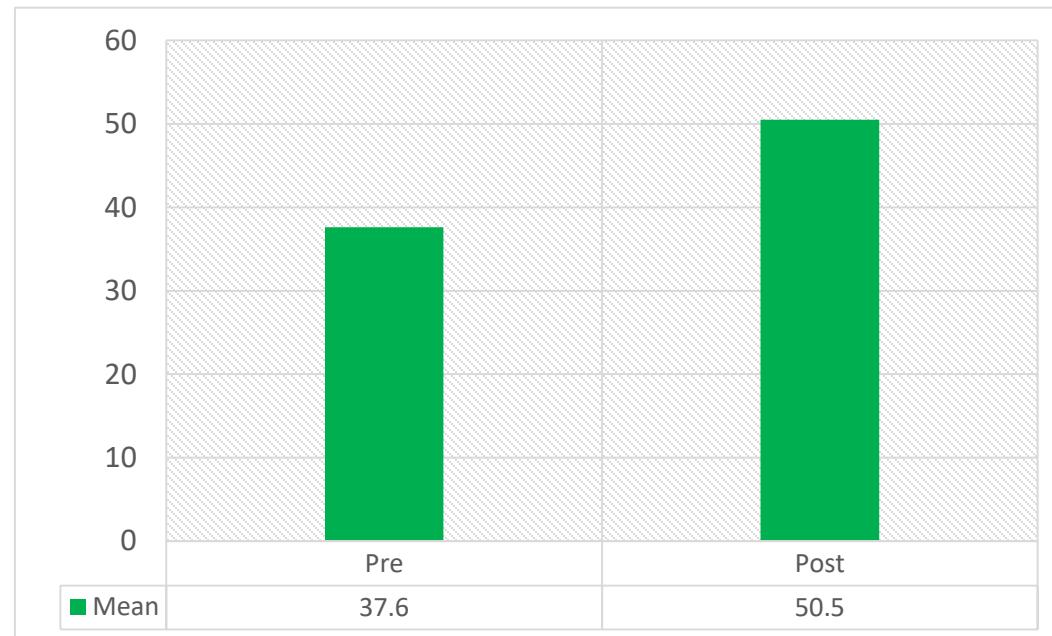


The differences of mean score between Pre & Post is **11.4** point

Mean Comparison Pre & Post People Score

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
People (Before)	75	20.00	60.00	37.6347	9.87022
People (After)	75	23.00	79.00	50.4929	11.67763
Valid N (listwise)	75				

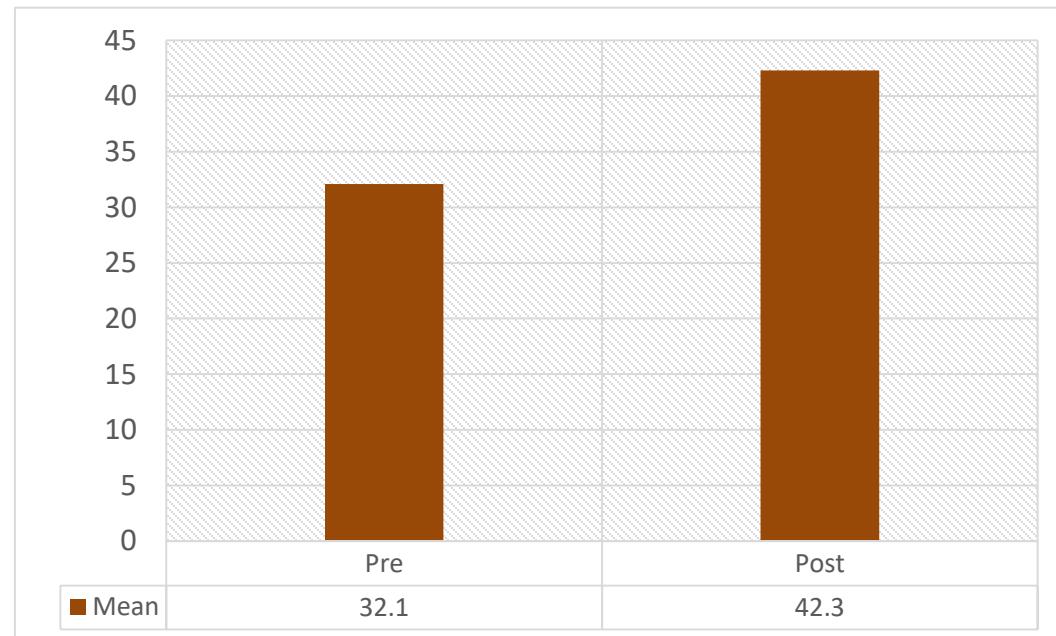


The differences of mean score between Pre & Post is **12.9** point

Mean Comparison Pre & Post Process Score

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Process (Before)	75	15.00	56.00	32.1347	8.29160
Process (After)	75	23.00	60.00	42.3080	8.45915
Valid N (listwise)	75				

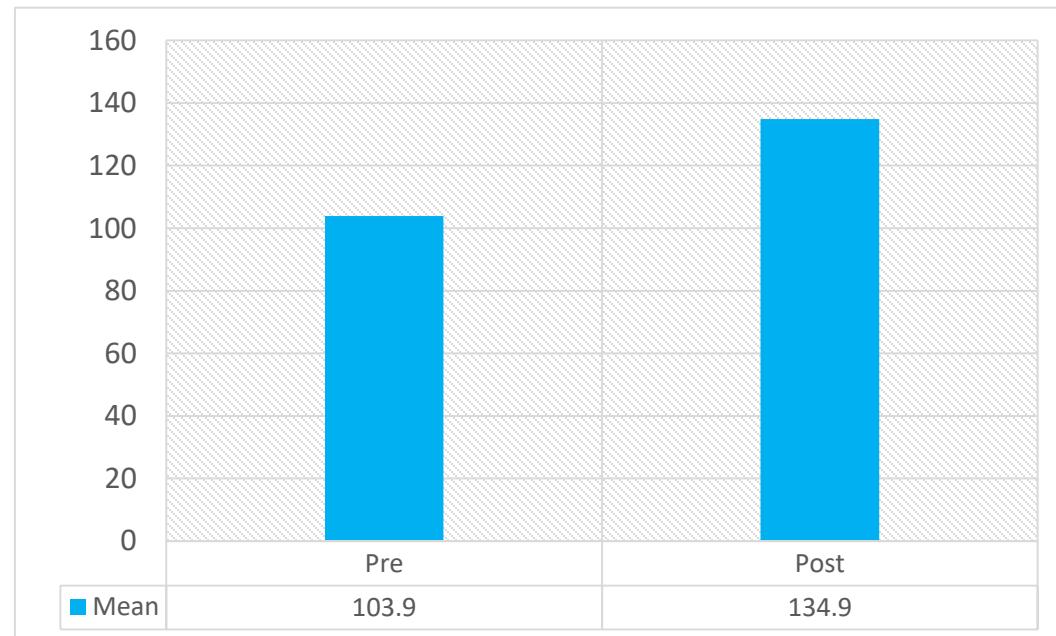


The differences of mean score between Pre & Post is **10.2** point

Mean Comparison Pre & Post Results Score

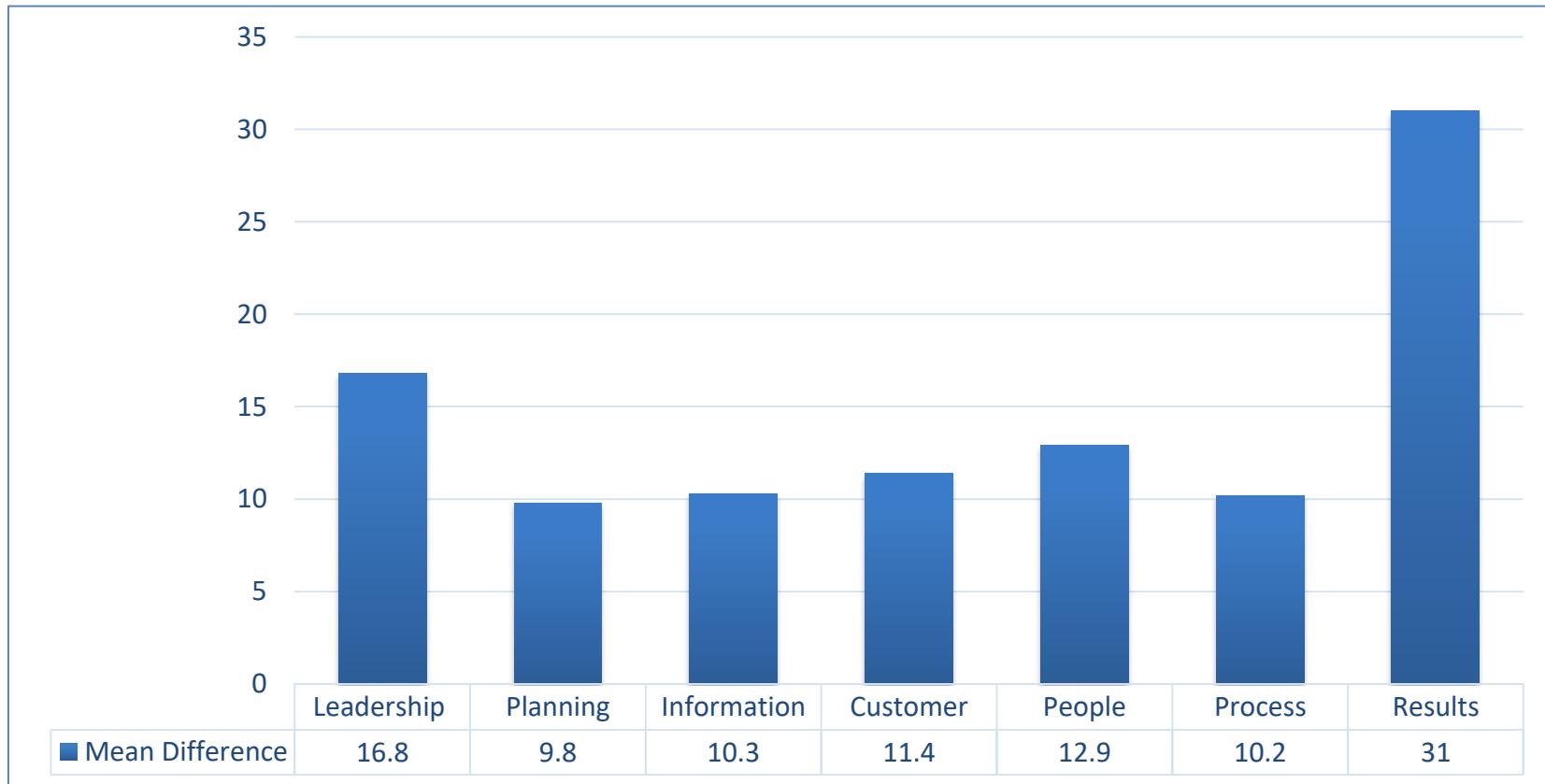
Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
Results (Before)	75	42.60	175.00	103.9040	32.46710
Results (After)	75	56.80	228.00	134.8853	41.19642
Valid N (listwise)	75				



The differences of mean score between Pre & Post is **31.0** point

Summary of Mean Difference Between Pre & Post Score



The highest differences of mean score between Pre & Post is **Results** with **31.0** point

Cross tabulation between SPPE Programme and Mean Difference Total Score



The highest differences of mean total score between by SPPE programme is QE/5S program with **125.2** point

Research Finding

Paired Sample t-Test Analysis

Paired Sample t-Test Analysis for BE Pre & Post Data

- The purpose of the test is to determine whether there is statistical evidence that the mean difference between paired observations on a particular outcome is significantly different from zero.
- If the p-value is less than or equal to the significance level, the decision is to reject the null hypothesis. You can conclude that the difference between the population means is statistically significant.

Paired Sample t-Test Analysis for BE Pre & Post Total Score Data

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)		
	Mean	Std. Deviation	Std. Error	95% Confidence Interval of the Difference						
				Mean	Lower	Upper				
Pair 1 Total Score (After) - Total Score (Before)	99.36760	74.56709	8.61027	82.21127	116.52393	11.541	74	.000		

Finding:

There is a significant differences between Post BE Total Score with Pre BE Total Score where the p-value <0.000 and mean difference of 99.4 point.

Conclusion:

It can be concluded that there is a evidence that the SPPE programme is effective which can boosted companies Business Performance

Paired Sample t-Test Analysis for BE Pre & Post Data For Leadership Indicator

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)			
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference							
				Lower	Upper						
Pair 1 Leadership (After) - Leadership (Before)	16.82267	13.66222	1.57758	13.67927	19.96606	10.664	74	.000			

Finding:

There is a significant differences between Post Leadership indicator score with Pre Leadership indicator score where the p-value <0.000 and mean difference of 16.8 point.

Conclusion:

It can be concluded that there is a evidence that the SPPE programme is effective to enhance companies Management Leadership

Paired Sample t-Test Analysis for BE Pre & Post Data For Planning Indicator

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)			
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference							
				Lower	Upper						
Pair 1 Planning (After) - Planning (Before)	9.86267	8.35763	.96506	7.93975	11.78558	10.220	74	.000			

Finding:

There is a significant differences between Post Planning indicator score with Pre Planning indicator score where the p-value <0.000 and mean difference of 9.86 point.

Conclusion:

It can be concluded that there is a evidence that the SPPE programme is effective to improve companies management planning

Paired Sample t-Test Analysis for BE Pre & Post Data For Information Indicator

Paired Samples Test

		Paired Differences					t	df	Sig. (2-tailed)			
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference							
					Lower	Upper						
Pair 1	Information (After) - Information (Before)	10.29467	7.43538	.85856	8.58394	12.00539	11.991	74	.000			

Finding:

There is a significant differences between Post Information indicator score with Pre Information indicator score where the p-value <0.000 and mean difference of 10.3 point.

Conclusion:

It can be concluded that there is a evidence that the SPPE programme is effective to increase companies information and management of knowledge.

Paired Sample t-Test Analysis for BE Pre & Post Data For Customer Indicator

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)			
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference							
				Lower	Upper						
Pair 1 Customer (After) - Customer (Before)	11.41467	10.42710	1.20402	9.01561	13.81373	9.480	74	.000			

Finding:

There is a significant differences between Post Customer indicator score with Pre Customer indicator score where the p-value <0.000 and mean difference of 11.4 point.

Conclusion:

It can be concluded that there is a evidence that the SPPE programme is effective to enhance customer satisfaction.

Paired Sample t-Test Analysis for BE Pre & Post Data For People Indicator

Paired Samples Test

		Paired Differences					t	df	Sig. (2-tailed)			
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference							
					Lower	Upper						
Pair 1	People (After) - People (Before)	12.85827	10.56745	1.22022	10.42692	15.28962	10.538	74	.000			

Finding:

There is a significant differences between Post People indicator score with Pre People indicator score where the p-value <0.000 and mean difference of 12.9 point.

Conclusion:

It can be concluded that there is a evidence that the SPPE programme is effective to enhance people involvement, learning and development.

Paired Sample t-Test Analysis for BE Pre & Post Data For Process Indicator

Paired Samples Test

	Paired Differences					t	df	Sig. (2-tailed)			
	Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference							
				Lower	Upper						
Pair 1 Process (After) - Process (Before)	10.17333	7.18936	.83016	8.51921	11.82745	12.255	74	.000			

Finding:

There is a significant differences between Post Process indicator score with Pre Process indicator score where the p-value <0.000 and mean difference of 10.2 point.

Conclusion:

It can be concluded that there is a evidence that the SPPE programme is effective to improve process management and partnering suppliers

Paired Sample t-Test Analysis for BE Pre & Post Data For Results Indicator

Paired Samples Test

		Paired Differences					t	df	Sig. (2-tailed)			
		Mean	Std. Deviation	Std. Error Mean	95% Confidence Interval of the Difference							
					Lower	Upper						
Pair 1	Results (After) - Results (Before)	30.98133	27.33151	3.15597	24.69292	37.26974	9.817	74	.000			

Finding:

There is a significant differences between Post Results indicator score with Pre Results indicator score where the p-value <0.000 and mean difference of 30.9 point.

Conclusion:

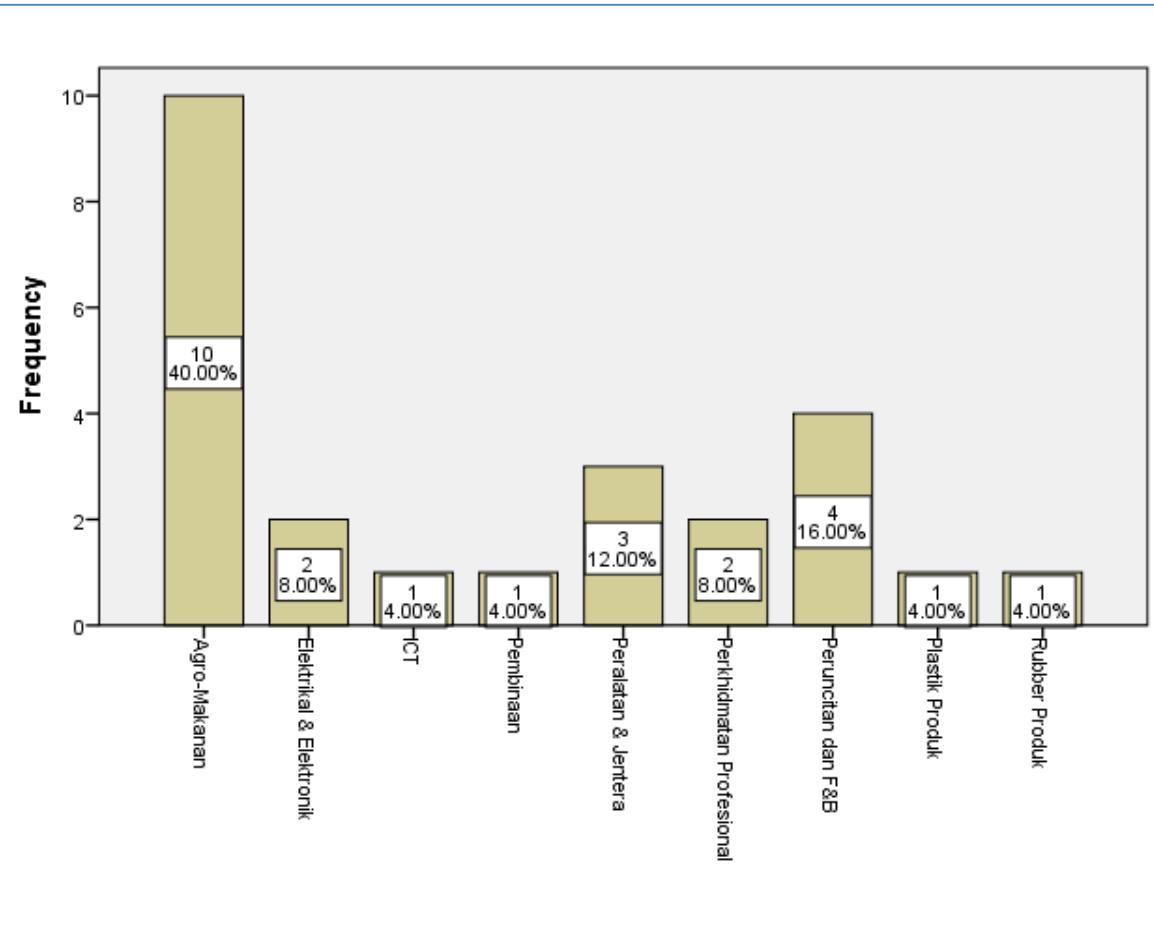
It can be concluded that there is a evidence that the SPPE programme is effective to increase organisational results, financial and market results

Data Analysis from Survey Questionnaire

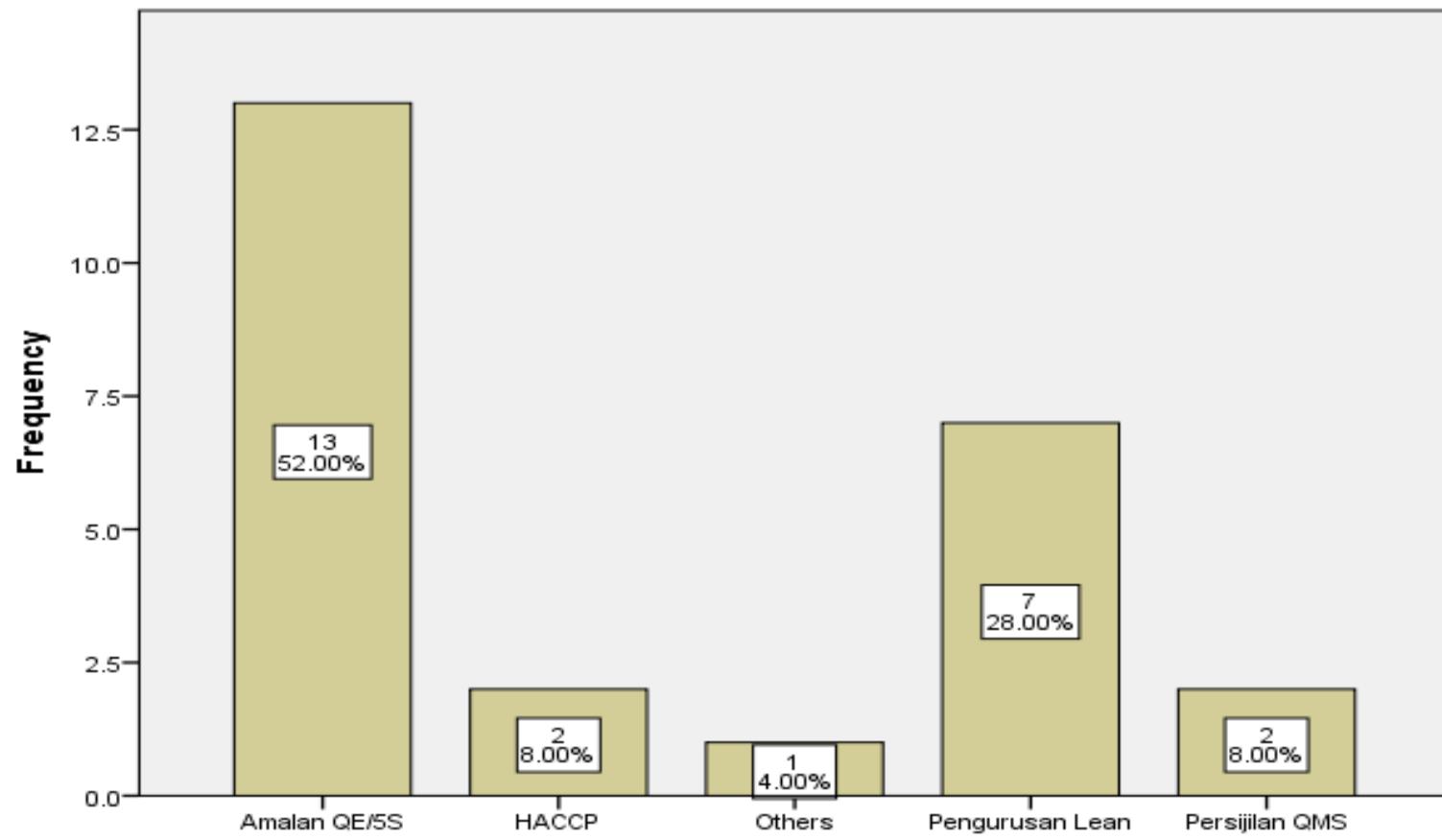
Primary Data Analysis

As at 27 November 2020, a total of 25 set of survey data was compiled in Google Form. The objectives of the survey is to get feedback from the companies after participating the SPPE programme. Profile of the companies that participated in the survey are as follows:

- The

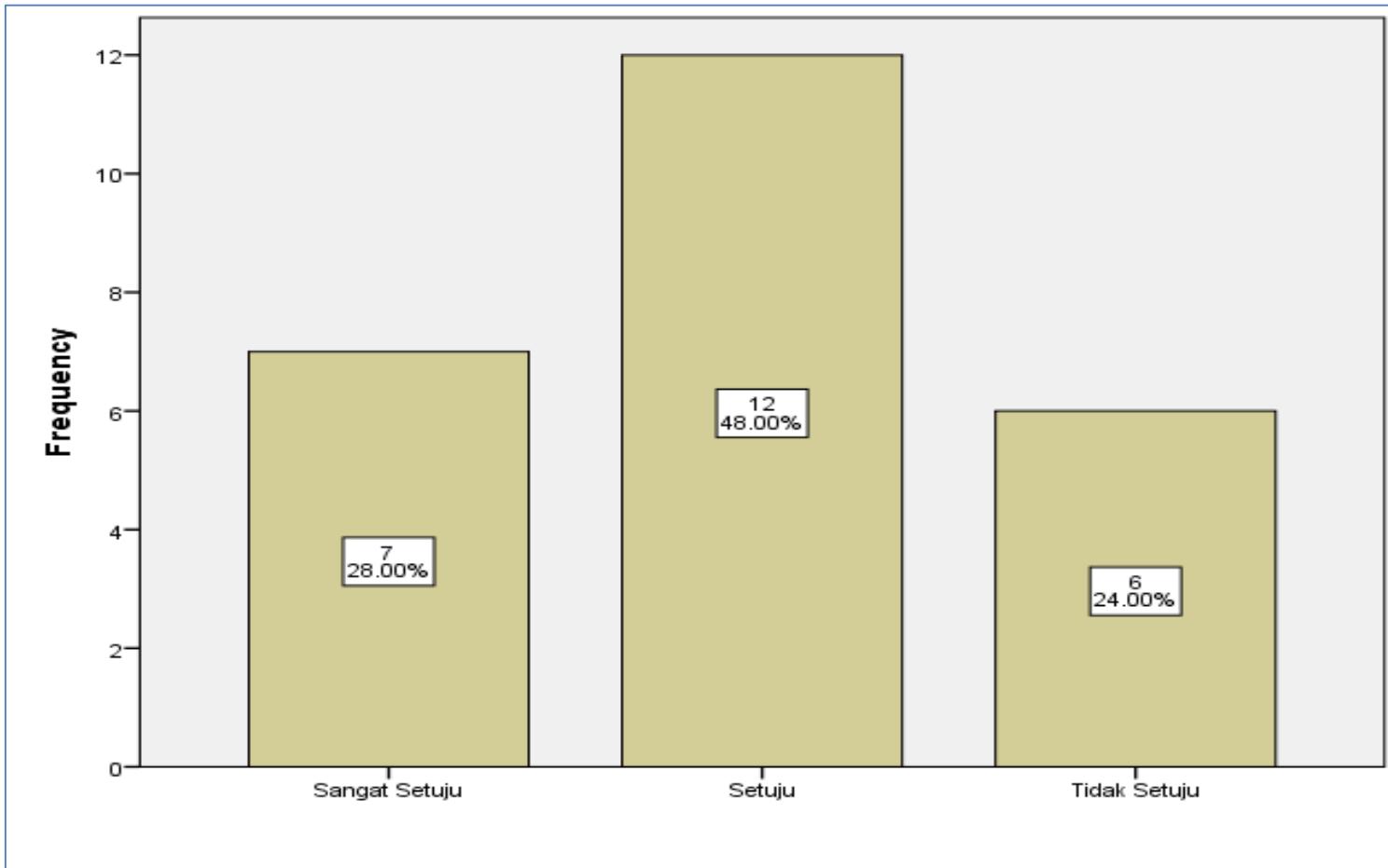


SPPE Programme Participation



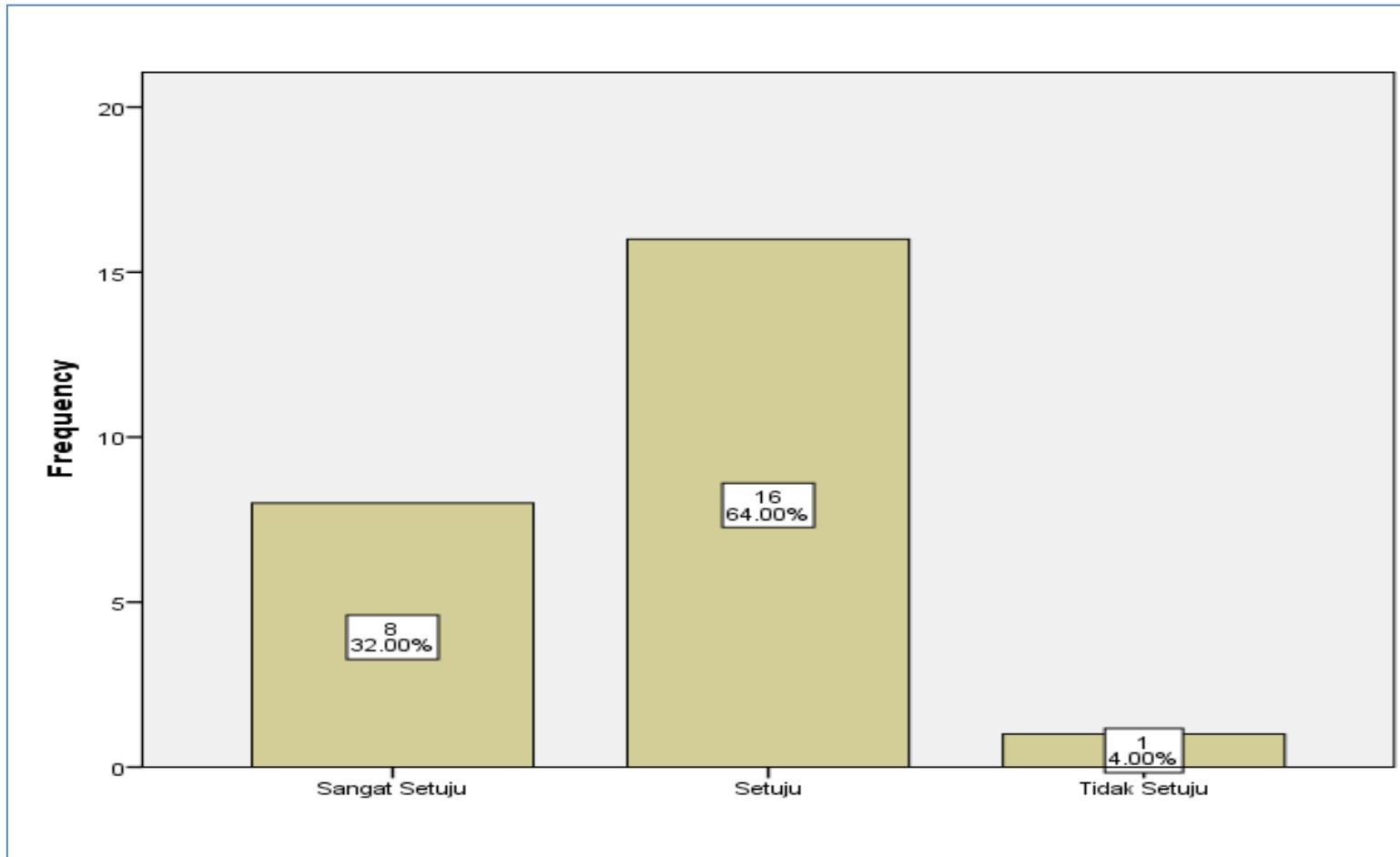
The SPPE Programme Effectiveness

The SPPE program can increase the company 's gross income



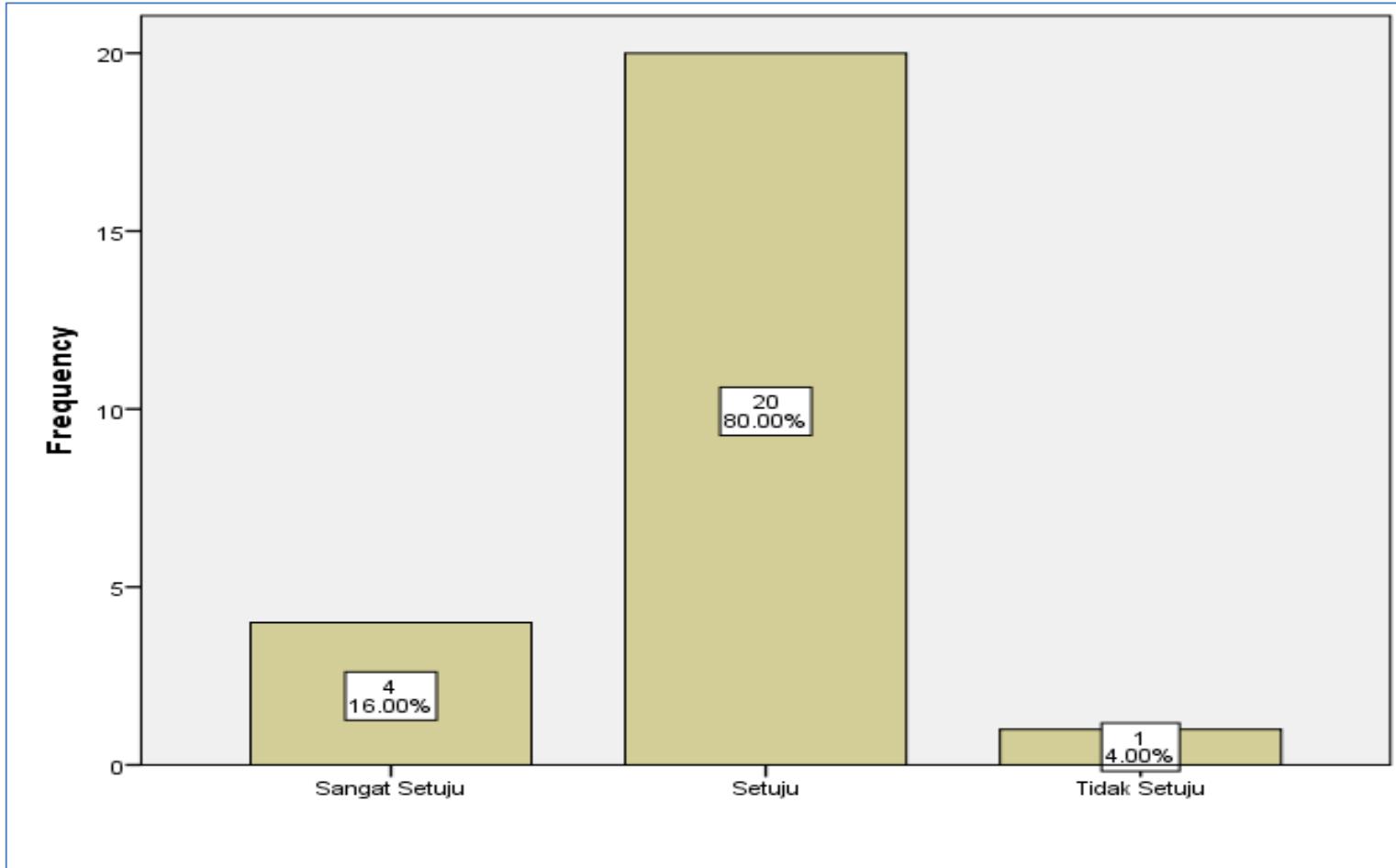
The SPPE Programme Effectiveness

The SPPE program can increase company's productivity level



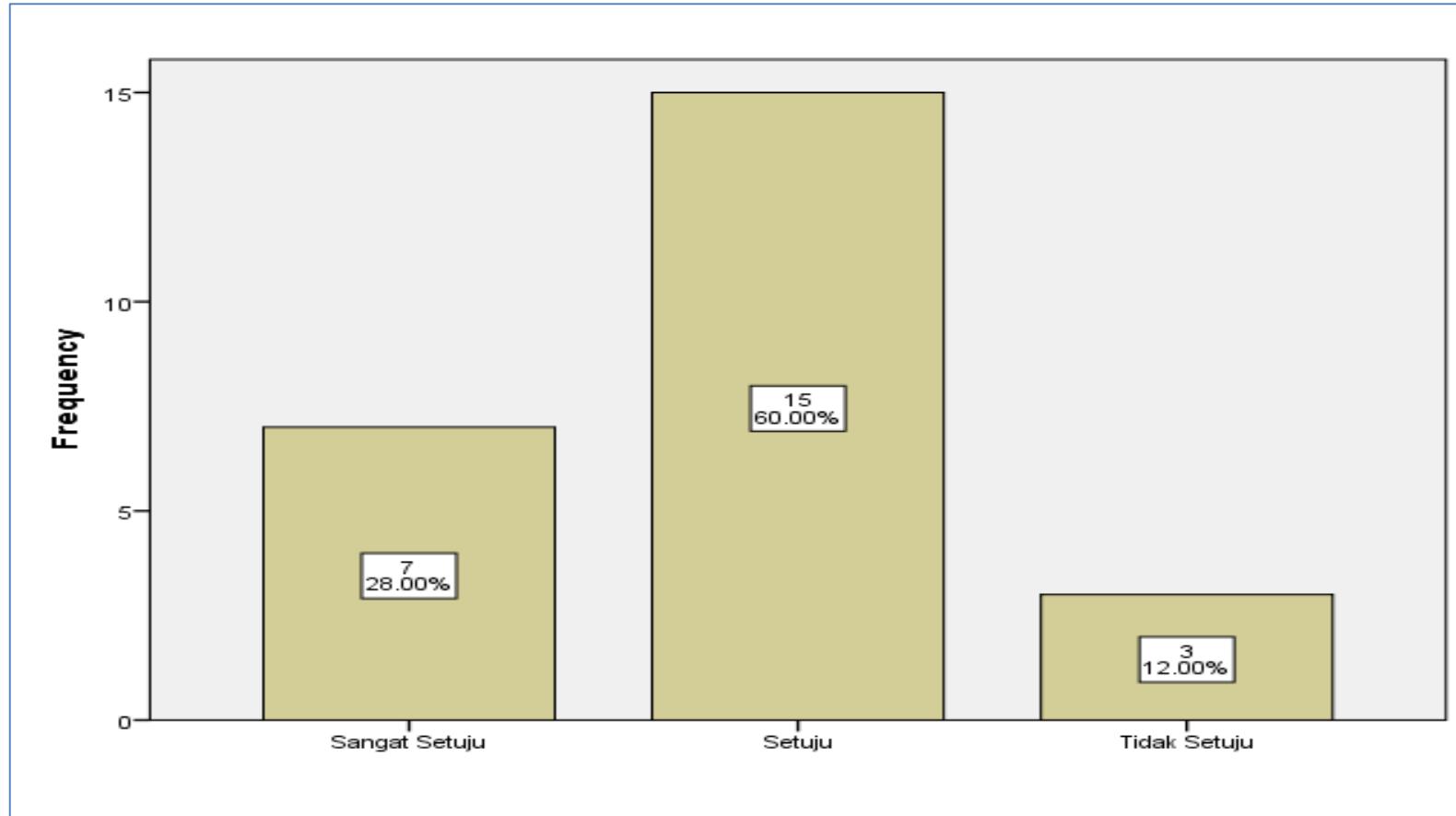
The SPPE Programme Effectiveness

The SPPE program can improve knowledge of the employees



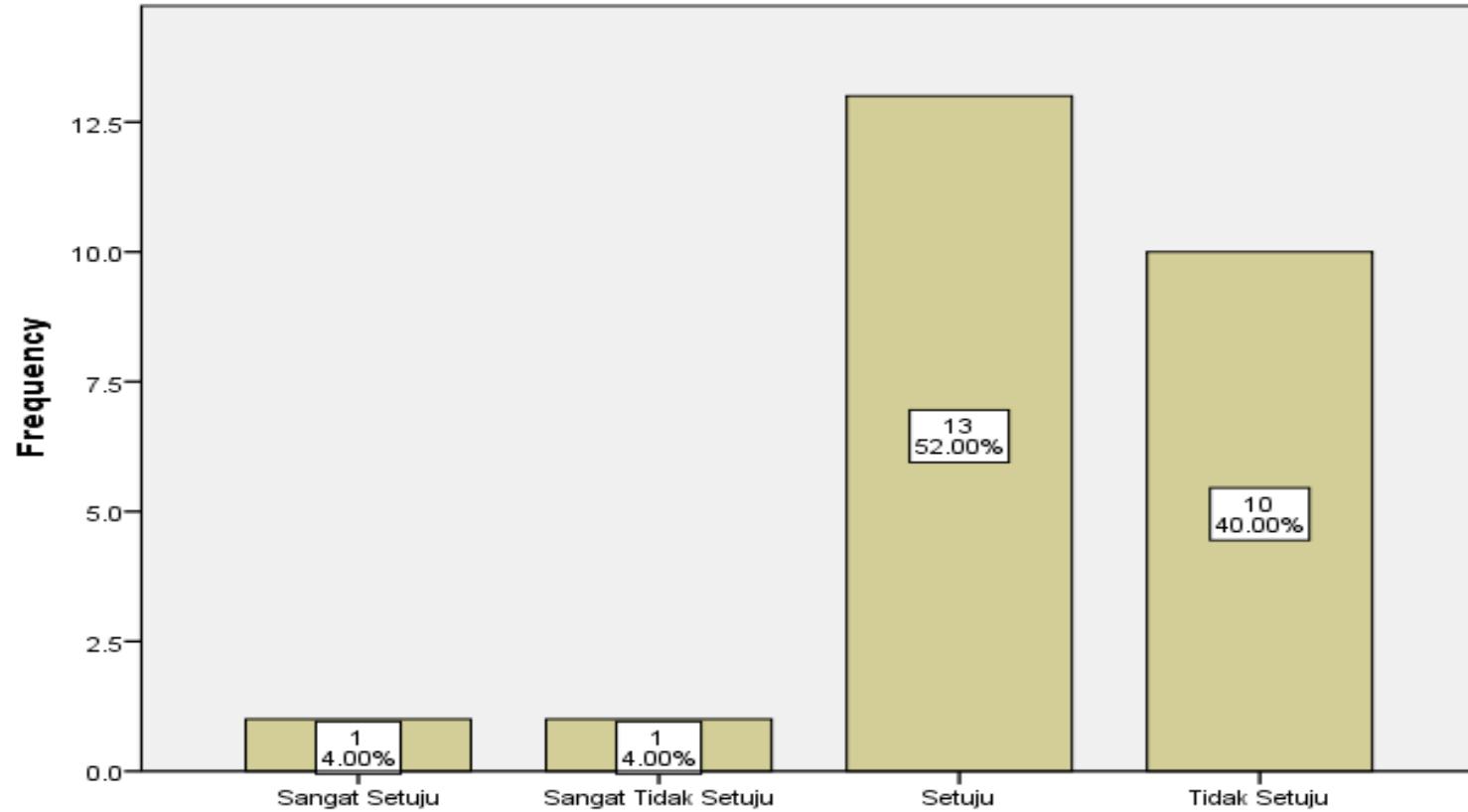
The SPPE Programme Effectiveness

SPPE programs can improve the level of skills and change of attitude among employees



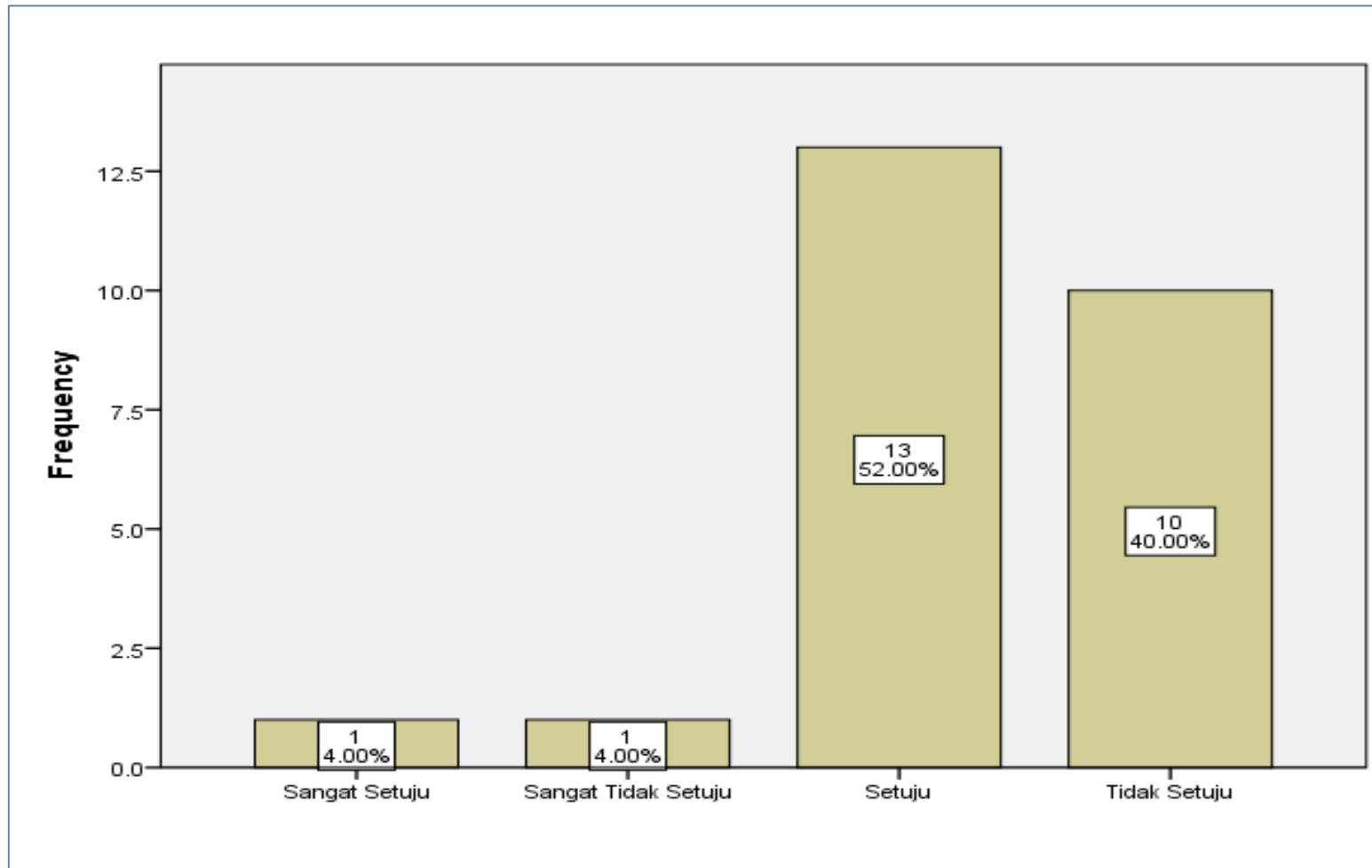
The SPPE Programme Effectiveness

The SPPE program can improve new investments



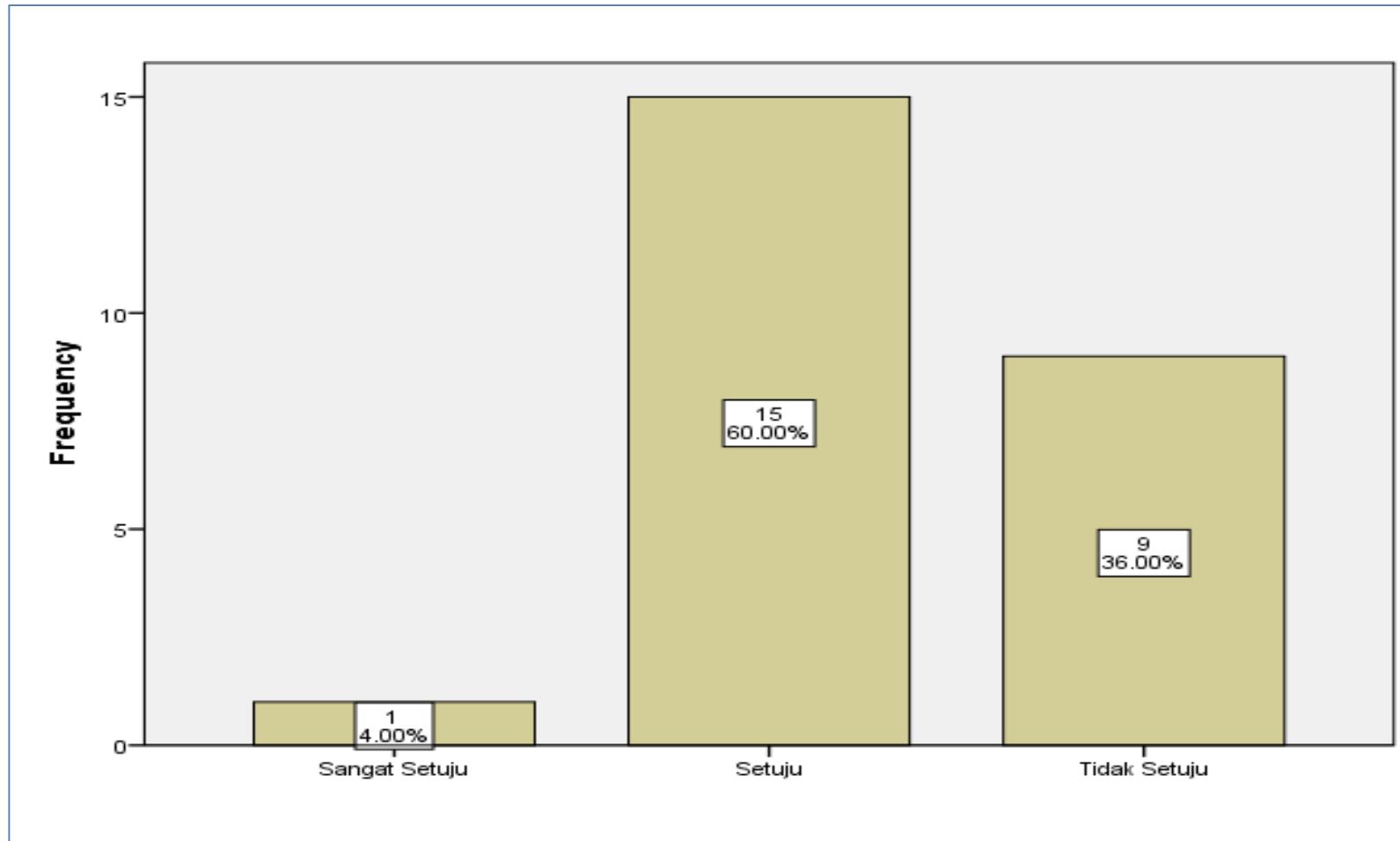
The SPPE Programme Effectiveness

The SPPE program can create new job opportunities



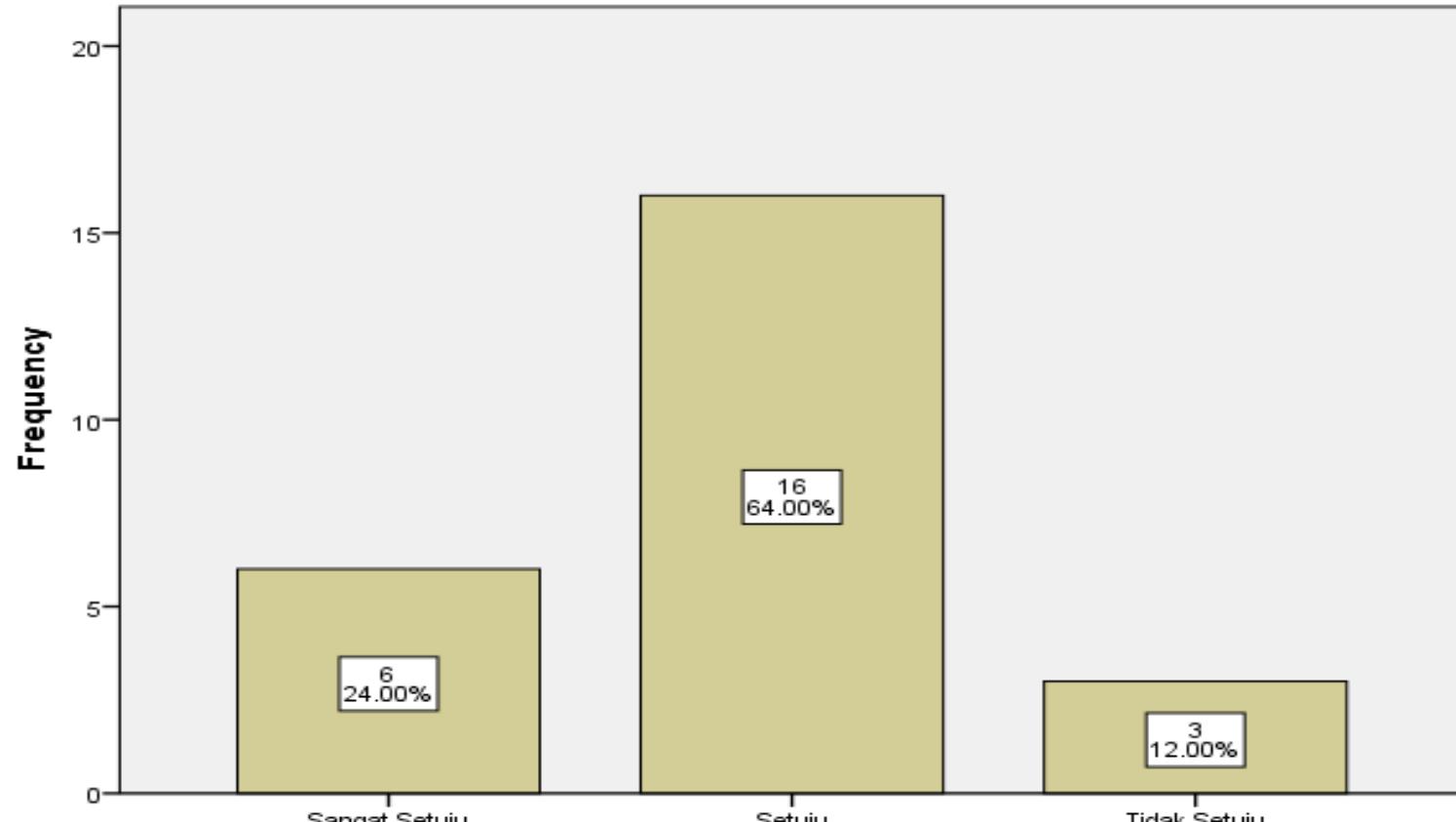
The SPPE Programme Effectiveness

The SPPE program can add new product development for the company



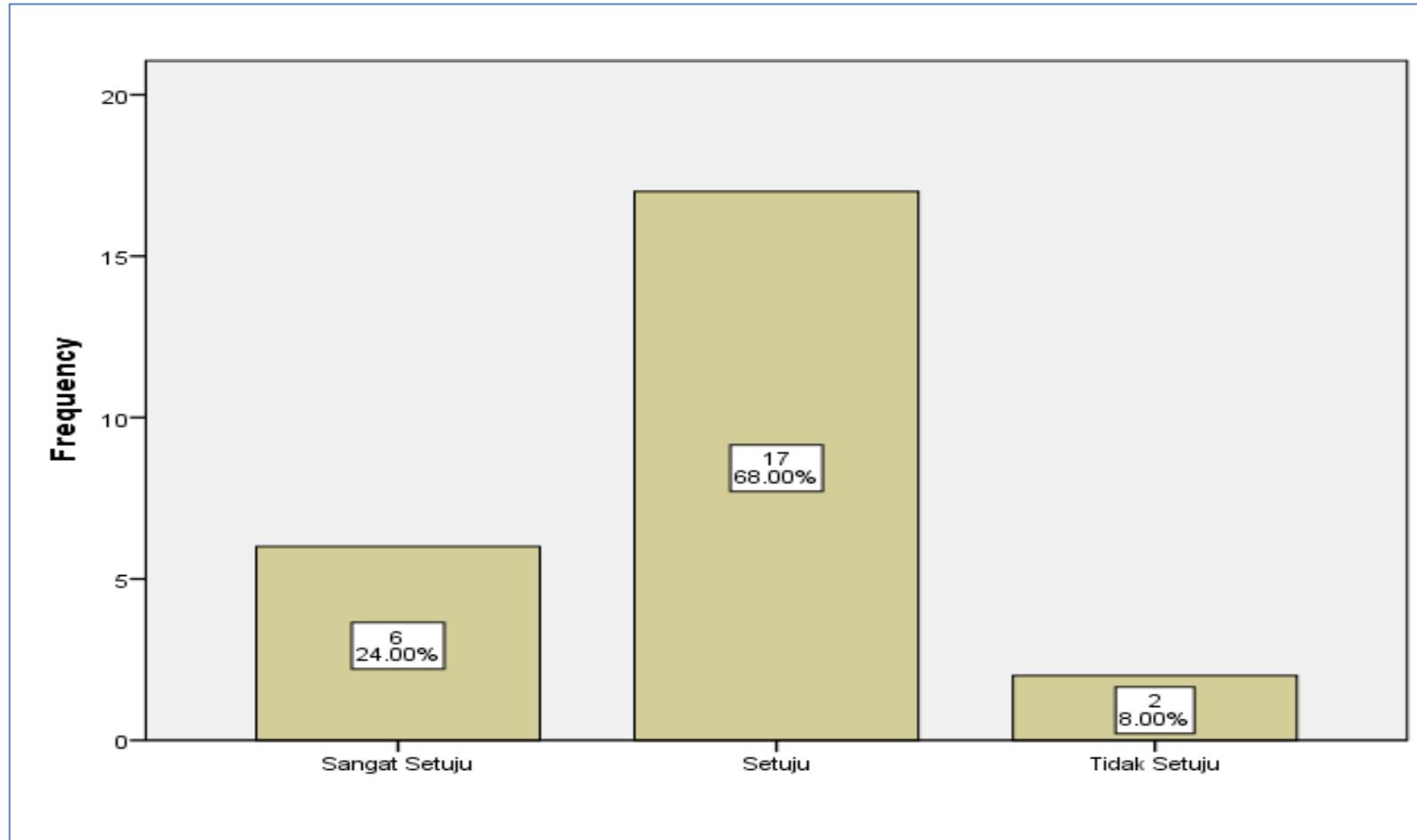
The SPPE Programme Effectiveness

SPPE programs can reduce reject rate and waste



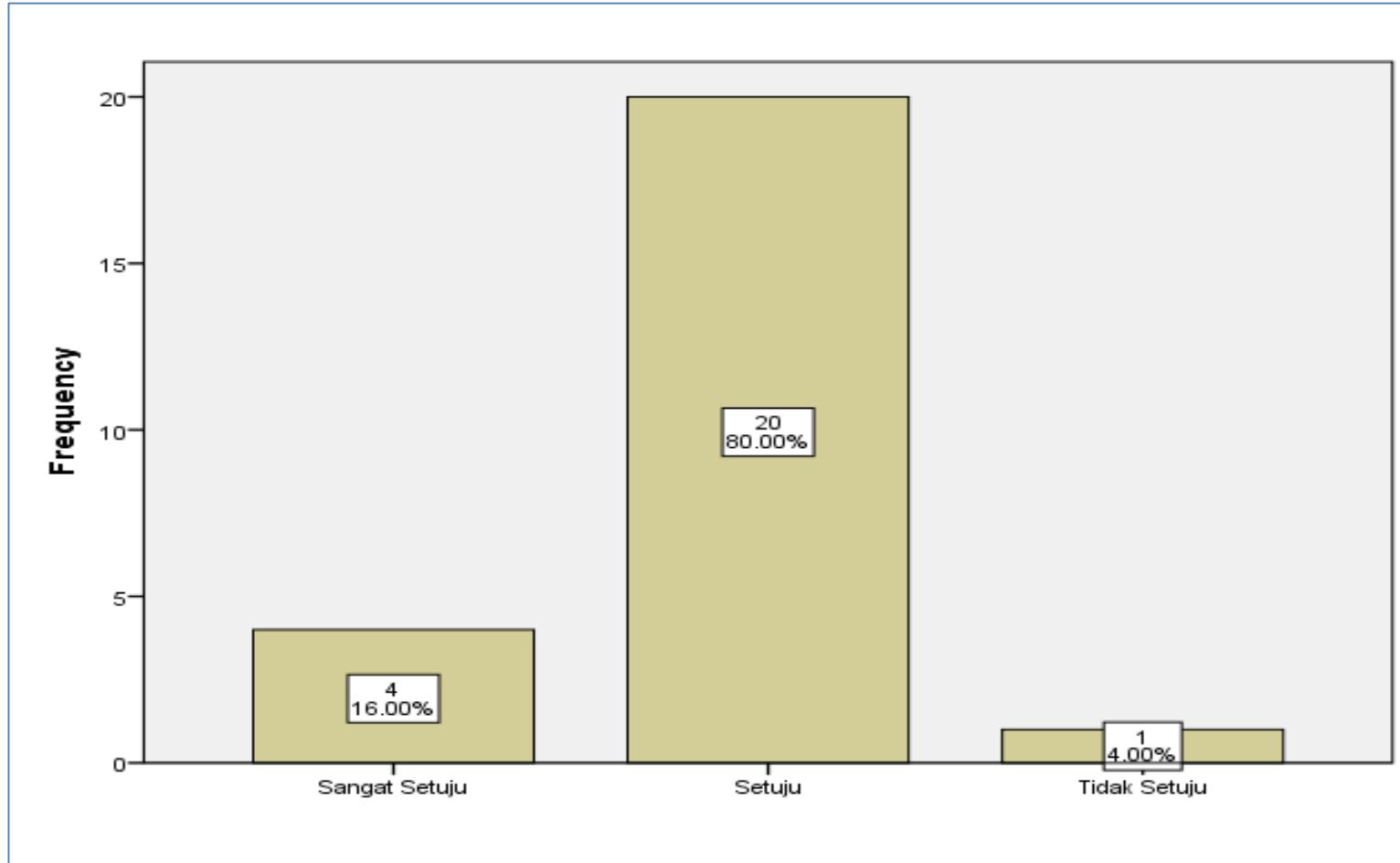
The SPPE Programme Effectiveness

The SPPE program can expedite the delivery of products/services to customers



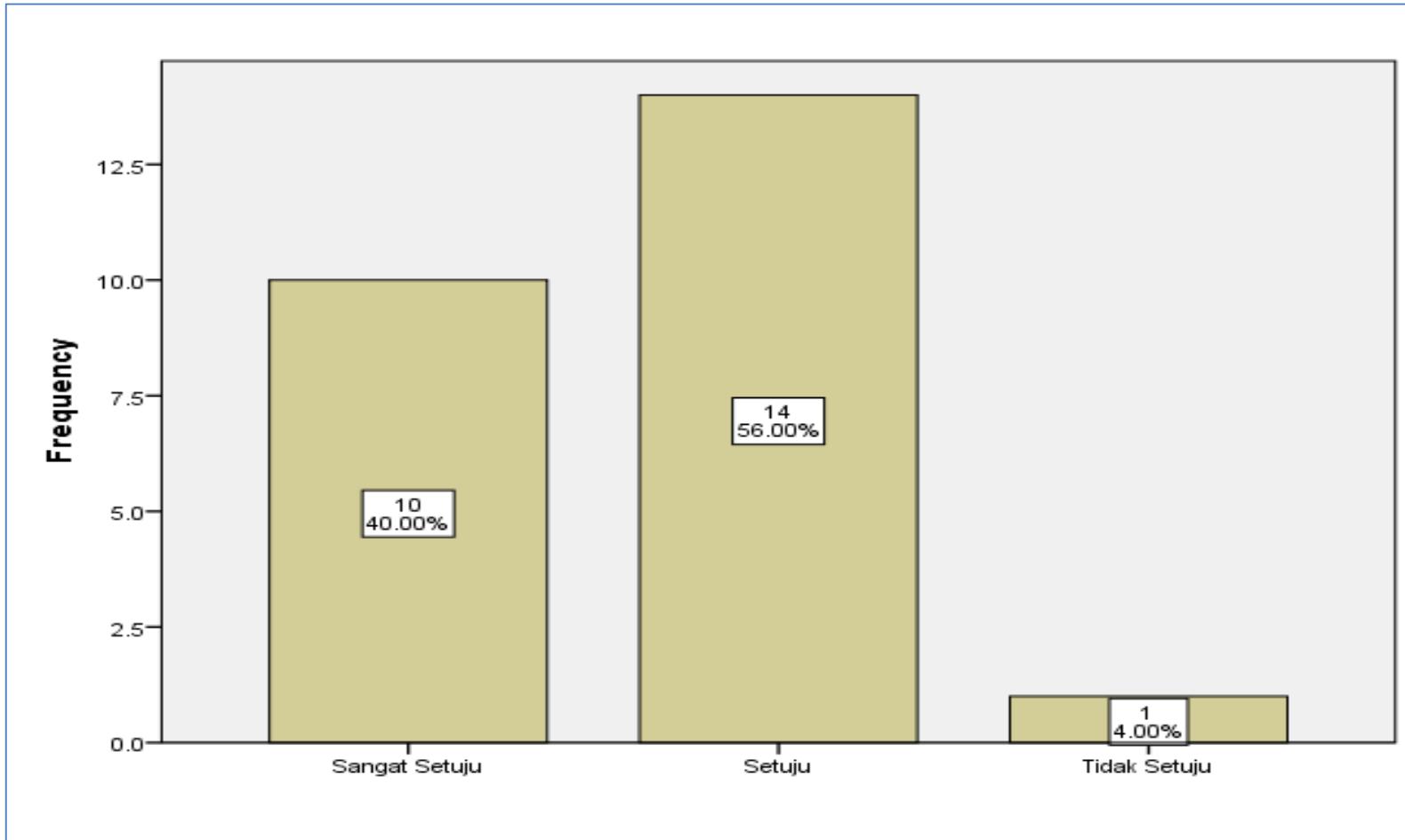
The SPPE Programme Effectiveness

SPPE programs can increase the level of customer satisfaction



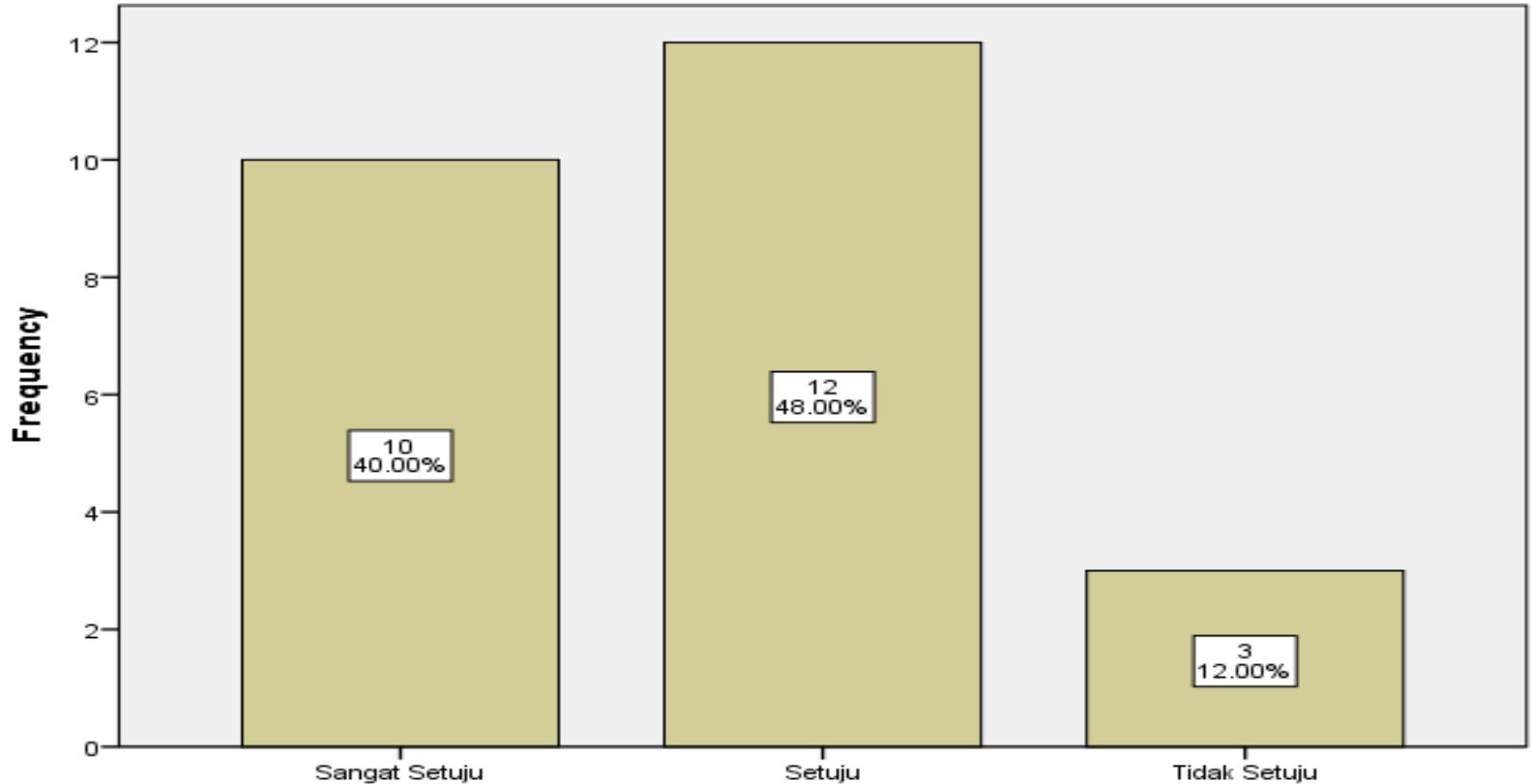
The SPPE Programme Effectiveness

SPPE programs can increase the level of security



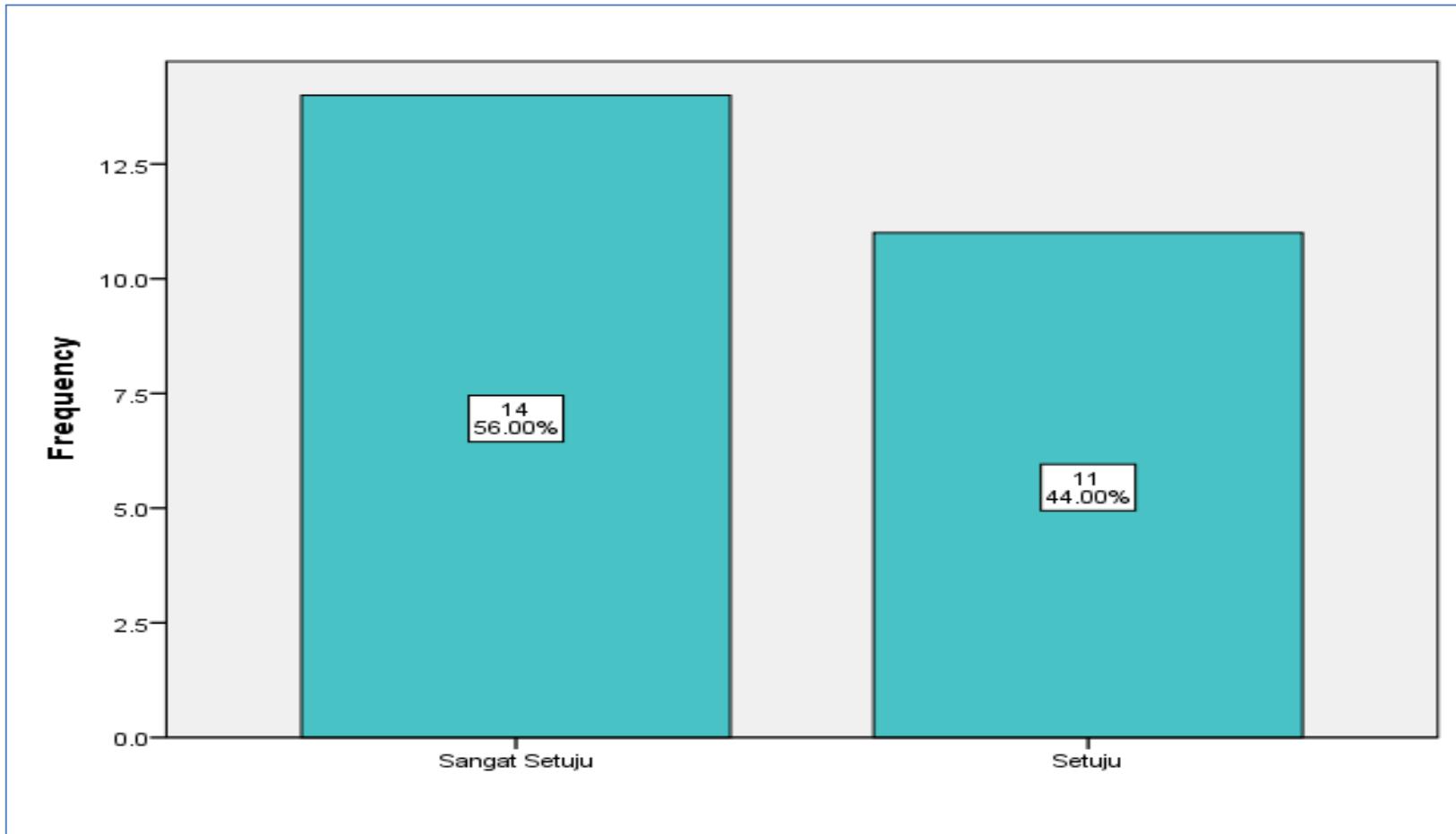
The SPPE Programme Effectiveness

SPPE programs can improve employee morale



The SPPE Programme Effectiveness

Overall, the SPPE Program needs to be continued in the future



Thank you