

## ABSTRACT

The purpose of the thesis is to study the relationship between organization management and staff performance of ABC Company. The research methods used were descriptive and the correlation methods. The questionnaire, consisted of forty-nine items, referring to demographic profiles, organization diagnosis factors, and staff performance factors, which were created in correspondence to the conceptual framework based on the three perspectives. The respondents consisted of approximately 400 permanent employees of ABC Company, which is an organization that the researcher works for. Questionnaire is the primary instrument of data collection. Questionnaires were distributed to all respondents. The returned and completed questionnaires were 309 copies representing by 81% in all. Data analysis was run using the SPSS program.

The results of the study showed that perceptions of respondents on staff performance ranged at the “agree level”. In addition, the findings showed that there was no significant difference in the response of the three groups of respondents namely Managerial level, Supervisory level and Rank & File levels. Furthermore there were two significant relationships, which were age and educational level, and overall staff performance; however, gender, number of service years, and position have no relationship with staff performance. Finally, the outcome presented that there was a significant relationship between overall organization diagnosis and staff performance at with a moderate positive correlation.