

Environmental Learning Factors and Employee Performance

Abstract

The aim of this study is to investigate the employee's perception of environment learning transfer factors toward employee performance in Sabah hotel industry. This study employed quantitative approach and using the self-administered questionnaires through the survey to collect the data from the respondents. The sample size consists of 275 operational employees, especially food and beverage, housekeeping and front office departments. The data were analyzed by using the SmartPLS 2.0 software. The analyses were based on Partial Least Square-Structural Equation Modeling (PLS-SEM) to test the measurement model and structural model. The findings suggested that supervisor support and openness to change have a significant relationship to employee performance. However, feedback and peer support have no significant relationship to employee performance. The research was measuring the work environment in learning transfer factors on employee performance among operational employees in Sabah Hotel Industry, which has not been covered in earlier studies