

**THE DIMENSIONS OF EXTRINSIC REWARDS AS A  
CONTRIBUTOR TO EMPLOYEES' MOTIVATION IN  
LAND AND SURVEY DEPARTMENT, KOTA  
SAMARAHAN, SARAWAK**

Prepared for:  
MADAM PADLINE DAU

**NORHASLINDA BINTI MOHAMAD AMIN**

Prepared by:  
NORHASLINDA BINTI MOHAMAD AMIN  
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)

**BACHELOR IN OFFICE SYSTEMS MANAGEMENT  
(HONS)  
UNIVERSITI TEKNOLOGI MARA**

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## ABSTRACT

This research study was conducted in order to identify the dimensions of extrinsic rewards as a contributor to employees' motivation in Land and Survey Department, Kota Samarahan, Sarawak. There are so many dimensions of extrinsic rewards given to employees in organizations, but this research was only focusing on four dimensions of extrinsic rewards which are pay/salary, monetary bonuses, job promotion, and fringe benefits. In this research, questionnaires were used in order to collect and gather information, and Statistical Package for Social Science (SPSS) version 22.0 was used to analyze the data collected. The sample size for this research was 80 respondents out of total 100 of population size. Through this research, the researcher found that out of the four dimensions of extrinsic rewards, fringe benefits was the highest factor in contributing motivation to work among the employees.

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Faculty of Business Management  
Universiti Teknologi MARA Malaysia

**Key words:** extrinsic rewards, employees' motivation, motivation, salary, bonuses, job promotion, fringe benefits, rewards, dimensions of rewards, types of extrinsic rewards

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Norhaslinda binti Mohamad Amin

January 2016  
Faculty of Business Management  
Universiti Teknologi MARA Malaysia

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## CHAPTER 1

### INTRODUCTION

#### **Background of the Study**

This study focused on the dimensions of extrinsic rewards in an organization and how they could affect the employees' motivation. There were many researches that had been done regarding this subject. Rizwan and Ali (2010) conducted a research on the impact of rewards and recognition towards employees' job satisfaction and motivation. Another research had been done by Nadia, Syed, Humera and Khalid (2011) to identify the relationship between rewards and employees' motivation in non-profit organizations. The same research regarding the association between rewards and employees' motivation had also been conducted by Malik and Mohammad (2011). All of these researches revealed that rewards and employees' motivation had a positive relationship.

Rewards were necessary in any organization. A study done by Edward and Christopher (as cited in Ong, Yip and Teh, 2012), stated that employees usually did not come to work without any reason as they all need motivation as the driver for them to do their works. According to Kalleberg et al. (as cited in Khawaja, Mazen, Anwar and Alamzeb, 2012), rewards could also be defined as a gift that employees received after doing their jobs. The performances of employees were related to the reward satisfaction that had been given to them and those who performed well and were rewarded became