THE IMPACT OF MOTIVATIONAL FACTOR THAT LEAD TO THE INCREASES OF JOB PERFORMANCE AMONG EMPLOYEES IN THE GOVERNMENT SECTOR

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KAMPUS BANDARAYA MELAKA

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DECLARATION OF ORIGINAL WORK

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"DECLARATION OF ORIGINAL WORK"

I, (i) Farah Izzati Binti Noor Hazmi, (I/C NUMBER: 911015-14-6350)

and (ii) Tengku Nurathirah Binti Tengku Ahmad, (I/C NUMBER: 920530-14-6050)

Hereby, declare that,

· This work has not previously been accepted in substances for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees

· This project paper is the result of my independent work and investigation, except where otherwise stated

· All verbatim extracts have been distinguish by quotation marks and sources of my information have been specifically acknowledged

Signature (i) : *Farah izzati*___ Date: 02.07.2014

Signature (ii) : ___*Athirah*____ Date: 02.07.2014

LETTER OF SUBMISSION

Faculty of Business Management

Universiti Teknologi MARA Bandaraya Melaka

110 Off Jalan Hang Tuah,

75300 Melaka.

2ND July 2014

Dr. Rozman Bin Haji MdYusof

Faculty of Business Management

UniversitiTeknologi MARA Alor Gajah

Dear Dr. Rozman,

SUBMISSION OF PROJECT PAPER (HRM 662)

Enclosed here is the research entitled 'The Impact Of Motivational Factor That Lead To The Increases Of Job Performance Among Employees In Government Sector' to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

We hope this report will fulfill the requirement of Bachelor of Business Administration (HONS) Human Resource Management and also achieved the objective of this study.

Thank You.

Yours faithfully,

FarahIzzati *Athirah*

Farah Izzati Binti Noor Hazmi **Tengku Nurathirah Binti Tengku Ahmad**

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ABSTRACT

This research attempted to study the factors that may influence the employee's motivation towards the job performance in the Government Sector which are compensation, working environment and training. The objectives of this research are to examine the correlation between organizational motivational factors consisting compensation, working environment, training and employee job performance. This study focuses on all employees in Government Sector that worked in the Pertubuhan Keselamatan Sosial (PERKESO) in Human Resource and Operational Department including top management, middle level, and employees at the bottom level. This study has some limitations because it only involves employees in two departments, thus it will lead to inaccuracy and bias because only employees in both departments filled in the questionnaire and it does not involve employees from other departments and organizations of the government sector. In this research, non-probability sampling was used where the elements in the population do not have any probabilities attached to their being chosen as sample subjects. The researcher used purposive sampling in this research which means the researcher obtain information from the target group that the researcher aim for this study to answer the questionnaires. So, in this research the researcher has target Human Resource Department and Operational Department as their respondent due to this study. This research used a set of questionnaire to collect data. This research also gathers data from the secondary data from secondary resources which are the journals, case study, text book, interview, references book and also articles from the internet. We can derive from the findings that the factor that most influence the employee's motivation towards job performance is by the compensation, working environment and training. Based on the findings, we can conclude that compensation and working environment is the most important factor that influences the employee's job

performance in the Government Sector. Finally, the sample size used in the present study is not that large and comprised only the employees working in the Human Resource and Operational Department in PERKESO. Therefore, the present results must be considered limited to the population used in the study, and future replication attempts should be conducted using larger samples and different population.