



**A STUDY ON THEORY AND PRACTICE OF ELEMENT IN
COMPENSATION THROUGH EMPLOYEES SCOPE
INTERNATIONAL (MALAYSIA) SDN. BHD.**

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A case study project submitted in partial
Fulfillment of the requirements
Bachelor of Business Administration (Hons) International
Business
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
(MALACCA CITY CAMPUS)

APRIL 2010



**BACHELOR OF BUSINESS ADMINISTRATION
(HONS) INTERNATIONAL BUSINESS
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
(KAMPUS BANDARAYA MELAKA)**

“DECLARATION OF ORIGINAL WORK”

I, SITI NOOR HASYIMAH ABD HALIM, (I/C: 860925565450)

Hereby, declare that,

This work has not previously been accepted in substance 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 otherwise stated.

All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

SIGNATURE: _____

DATE: 26 APRIL 2010

LETTER OF SUBMISSION

DATE: 03 NOVEMBER 2009

The Head of program
Bachelor of Business Administration
(Hons) International Business
Faculty of Business Management
Universiti Teknologi Mara
No. 110 Off Jalan Hang Tuah
75200 melaka

Dear Prof / Miss,

SUBMISSION OF FINAL REPORT

Attached is the final report titled "**A Study of Theory and Practice of Element in Compensation through employees SCOPE International (Malaysia) Sdn. Bhd.**" to fulfill the requirement as needed by Faculty of Business Management Universiti Teknologi Mara.

Thank you.

Your Sincerely,

SITI NOOR HASYIMAH ABD HALIM

2008280754

Bachelor of Business Administration (HONS) International Business

LETTER OF TRANSMITTAL

Bachelor of Business Administration
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MISS KHALILAH IBRAHIM

Lecturer/Advisor
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Dear Miss,

SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled "**A Study of Theory and Practice of Element in Compensation through employees SCOPE International (Malaysia) Sdn. Bhd.**". I hope this thesis will meet requirement and expectation from you and the faculty. I thank you very much for all the guidance and support you have generously rendered upon the completion of the thesis.

THANK YOU VERY MUCH FOR YOUR TIME AND CONSIDERATION

Your Sincerely,

SITI NOOR HASYIMAH ABD HALIM

2008280754

Bachelor of Business Administration (HONS) International Business

ABSTRACT

This case study exploring element of compensation and benefits plan in SCOPE International (M)Sdn Bhd. Here, there are some issues in this study that have been analyze the company practice that contribute in this issues and discussing the gap of compensation and benefits through employees' expectation and the company perceived.

In order to justify on what are the organization implement in providing the compensation and benefits plan to attract their employees, the observation has done for 20 weeks. Through this observation, there are some of issues that related to the employees satisfaction in the compensation and benefits plan provide by the company. On the other words, this study on this issues want to show, what company has done in order to attract and retain their employees, in fact, cover a very wide range of compensation and benefits plan that offer by the company in motivating their employees.

All of these issues deeply explained in the report in order to be more clarifying for understanding the element of compensation and benefits plan in the effective way. Therefore, there are some of suggestions that have been explained in enhancing the compensation and benefits plan in the company.