

**THE RELATIONSHIP BETWEEN FOUR DRIVE THEORY OF
MOTIVATION AND EMPLOYEES' JOB PERFORMANCE AT
LEMBAGA KEMAJUAN KELANTAN SELATAN (KESEDAR), GUA
MUSANG, KELANTAN**

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AUTHOR'S DECLARATION



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“DECLARATION OF ORIGINAL WORK”

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ABSTRACT

Four Drive Theory of Motivation has a huge impact on employee Job performance. The variables included in this Four Drive Theory of Motivation were Drive to Acquire, Drive to Bond, Drive to Comprehend and Drive to Defend. The objective of this study was to identify the relationship between Four Drive Theory of Motivation and employees Job Performance at Lembaga Kemajuan Kelantan Selatan (KESEDAR), Gua Musang, Kelantan. These studies consist of 108 employee from 3 Department at Lembaga Kemajuan Kelantan Selatan (KESEDAR), Gua Musang, Kelantan. The results of the study show that there were positively relationship between Four Drive Theory of Motivation and Job Performance. Lastly, there are some recommendations for organization and future researcher was made for the future study.

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INTRODUCTION

Background of the Study

According to Chockalingam and Deniz (2000), job performance refers to as the measure of actions, outcomes and behavior that employees engage in or bring something that related to the contribution toward the organization. Job performance can be defines as the central construct in industrial or organizational psychology (Austin & Villanova 1992). This was supported by Gul (2012) employee performance enhances the profitability of the organization. Jia-Fang (2010) also stated that struggle by the top management not only improves the employee performance but also creates positive image of the firm worldwide. In addition to that, managers have to know and determine the factors that can lead to deteriorate of employees' performance. According to Farooq (2011), managers are trying their level best to develop the employee's capabilities, ultimately creating good working environment within the organization. Thus, there were some reasons of applying the Drive Theory of motivation to increase the job performance.