

THE RELATIONSHIP BETWEEN REWARD SYSTEMS AND
EMPLOYEES' JOB PERFORMANCE AT INSTITUTE OF TEACHER
EDUCATION, TUN ABDUL RAZAK SAMARAHAN CAMPUS,
KOTA SAMARAHAN, SARAWAK

Prepared for:
MADAM EMELIA BINTI ABDUL RAHIM
MADAM SAIRA AK JOE

Prepared by:
NOR AMIRA BINTI ROSLAN
DEGREE IN OFFICE SYSTEMS MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)
FACULTY OF BUSINESS AND MANAGEMENT

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“DECLARATION OF ORIGINAL WORK”

I, Nor Amira Binti Roslan, (I/C: 960203055246)

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- 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 where otherwise stated.
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ABSTRACT

This study explained the relationship between rewards system and employees' job performance at Institute of Teacher Education, Tun Abdul Razak Samarahan Campus. The variables that included in this study consists of recognition and promotion as intrinsic reward whereby salary and performance-based pay as extrinsic reward. The objective of this study was to investigate the relationship between the reward systems and the employees' job performances at Institute of Teacher Education, Tun Abdul Razak Samarahan Campus. This study used convenience sampling technique as this technique was easy to access. The data was analysed by using Statistical Package for Social Science Software (SPSS) version 23.0. The instrument used for this study was questionnaire that adapted from Tima (2011). The total of 89 (80.9%) questionnaires was returned but only 86 were usable. The researcher found that there is a positive and significant relationship between intrinsic reward and extrinsic reward towards employees' job performance. However based on the findings the researcher found that 'salary' and 'performance-based pay' was the strongest factors that affect the employees' job performance. In the conclusion, all variables which are recognition, promotion, salary and performance-based pay have a positive relationship between reward system and employees' job performance. At the end of this study, a few recommendations have been made in this study which is to the organization, employees and future researcher.

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CHAPTER 1

INTRODUCTION

This chapter discussed the overview of the research include the background of the study, problem statements, research objectives, research questions, significance of the study, limitation of the study, and definition of the term.

Background of the Study

Reward is an important factor to increase the employee's motivation. Based on Gohari, Ahmadloo, Boroujeni, and Hosseinipour (2013) reward is related to the human behaviour with regards to performance and productivity of the organization. The reward may also influence the employee's performance that is related to the behaviour. Such behaviour may change according to the situations, once the employees felt motivated they can perform better otherwise the result will change negatively. In order to avoid all bad consequences, most organization created a reward system to make sure the employees always motivated with their work. Such study indicated that reward can be divided into two types which are intrinsic reward and extrinsic reward. Either intrinsic or extrinsic rewards are offered depends on the organization. Every person has their own target in performing their work to achieve the reward. However certain employees take it seriously because they have a target