

THE RELATIONSHIP BETWEEN MOTIVATIONAL FACTORS AND  
JOB PERFORMANCE AMONG EMPLOYEES SARAWAK ENERGY  
BERHAD (SEB) IN KUCHING, SARAWAK.

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## **ABSTRACT**

Motivation has been identified as important elements to help employees contribute greater job performance. This study was focused on examining the relationship between motivational factors and job performance. Three motivational factors that involved in this study includes salary, promotion and job security. A total of 132 respondents from various department at Sarawak Energy, Kuching, Sarawak involved in this study. Pilot test has been carried out at Risda in Samarahan Division to test the reliability of the questionnaire. Result of the Pearson Correlation analyses showed there was a significant relationship between promotion and job performance, and between job security and job performance. Correlation analysis showed that there was a strong relationship between job security and job performance. These results were believed to provide new finding to the field of study.

*Keywords:* Motivation, job performance, salary, promotion, job security

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## **CHAPTER 1**

### **INTRODUCTION**

This chapter covers on the background of study to understand the concepts of relationship between motivation which is the independent variables and the job performance which is dependent variable among employees at Sarawak Energy Berhad (SEB) in Kuching, Sarawak are briefly stated. Next section is regarding to the problem statement where it identifies any problem that occurs in the organization. After that, the research continues to the research objective, research question, significant of study and limitation of study. Therefore, different types of variable will be stated to determine whether it affects employees' job performance which consists of three primary variables such as salary, promotion and job security. A brief discussion of this study will be provided to elaborate more on the factors that affects job performance among the employees. Hence, this research was conducted to observe the relationship between motivation and job performance among employees in order to find out the findings or outcome of this research.

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

In today's organization, Malaysia has facing many challenges due to the changing working environment. The efficiency of job performance in an organization reflects the reputation of the organization. There are many factors contributed to high job performance one of them is motivation, (Sekhar, 2013).