



**RELATIONSHIP BETWEEN REWARD PRACTICES AND JOB
PERFORMANCE IN ORGANIZATION**

**Prepared For:
SUPERVISOR: PUAN ROZITA BINTI MENGEN**

**Prepared By:
PUTRI ANATI BINTI MEGAT KHAIRI (2012624134)
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)**

**UNIVERSITITEKNOLOGI MARA (UiTM PERAK)
FACULTY OF BUSINESS MANAGEMENT**

June 2014

ABSTRACT

A STUDY ON RELATIONSHIP BETWEEN REWARD PRACTICES AND JOB PERFORMANCE IN ORGANIZATION

The reward is the incentives given by employers to recognize their employees based on the employees' contributions. The main purpose of giving rewards is to motivate the employees to increase and maintaining the level of productivity. Reward practice has to apply in the organization which is to make sure all the employees can increase their job performance in managing their work better from a day to days. Other than that, from reward practices this study wants to find out which practices can contributed to the highest level of job performance. Thus, it is important to identify which reward practices that contribute to the employees' job performance.

This study is to identify the relationship between reward practice and employee performance for supporting staff in Government Department in the District of Perak Tengah. Thus, the findings of this study have been helping to contribute to the certain group or employee who are related and responsible in giving reward and receive a reward for them. So, the outcome will be worth it and when the person wants achieved the better rewards they must pursue their goal and it can be said that the better the employee performed and improved, the better rewards will be achieved.

ACKNOWLEDGEMENT

Assalamualaikum w.b.t

Alhamdulillah, praised to Allah S.W.T., finally I have completed my research that has been given to me completed on the time. First of all, I would like to thank my lecturer, Dr. Hajah Ramnah binti Abdul Thani for teaching, guiding and helping me by giving me guidelines in doing the research. I am grateful for her advice throughout the progress of completing this research.

Other than that, I would like to thank to my beloved supervisor, Madam Rozita Binti Mengen for giving information to me and encourage me to reach the expected goal. She also believed me and observed their advice the every progress of this research without failed.

Next, I also would like to thank my group members for working as a team and gave full commitment. I am grateful because each member in our group puts a lot of effort by giving their ideas and showed their responsibilities to make sure that this research is successful. During our past preparation, we discuss together on finding information from different sources.

Last but not least, I am very thankful to my parents for giving support and to my fellow friends for helping me in sharing some ideas in the process completing the research.

Thank you very much.

Putri Anati Binti Megat Khairi
22 June, 2014
Faculty of Office Management and Technology
Universiti Teknologi Mara

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CHAPTER 1

INTRODUCTION

This chapter discussed about the preliminary aspects of the study Relationship between Reward Practices and Job Performance in Organization. This chapter consists of eight main sections which will be further discussed by the researcher. The first section is the background of the study follow from the statement of the problem. Next are research objectives and research questions. Section five of the chapter will further explained about the significance of the study, then section six present about the limitations of the study. Section seven describes the definitions of terms and lastly section eight will discuss merely about the summary of the chapter.

Background of the Study

Reward is the incentives given by employers to recognize their employees based on the employees' contributions. The main purpose of giving reward is to motivate the employees to increase and maintaining the level of productivity. Rewards can be in monetary and non-monetary. Non-monetary examples can be stated such as holiday, vacation and promotion. There are two basic types of reward, which are extrinsic reward and intrinsic rewards. Extrinsic reward is a type of reward that you can see and touch (tangible). This type of reward plays role to fulfil the basic needs such as the income you get to pay the bill, to buy something and to fulfil your preferences.