

**A STUDY ON THE RELATIONSHIP BETWEEN COMPENSATION AND
BENEFITS, CAREER DEVELOPMENT AND WORKING ENVIRONMENT
TOWARDS EMPLOYEE'S JOB PERFORMANCE AT PEJABAT
PENDIDIKAN DAERAH SEGAMAT**

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ABSTRACT

Job performance is a commonly used and usually defined concept in industrial and organizational psychology, the branch of psychology that deals with the workplace. It commonly based on whether the employees can perform their job well.

This research proposal seeks to investigate the relationship between employee's job performance towards employee's compensation and benefits, career development, and working environment. In term of compensation and benefit, it is a critical component of organization strategy, influencing firm's performance by motivating employee effort and by attracting and retaining high ability employees. Proper planning of career management indirectly increases the capabilities and overall effectiveness of employees and is a key retention to keep the best talent within the organization. Plus, the conducive and comfortable working environment encourages employee's performance effectively.

This study was conducted among 50 respondents in Pejabat Pendidikan Daerah Segamat (PPDS). This proposal is important for determine which are the factors that most influence employee's job performance in their workplace. Data was collected from employees through questionnaire and random sampling technique is used to select the respondents.

From the overall findings, this study was reliable and normally distributed. The researcher were also measured the correlations between the three independent variables and dependent variable. Based on the final results it can conclude that employee's in Pejabat Pendidikan Daerah Segamat (PPDS) are well perform and satisfied with their current compensation and benefits, their career development and their working environment.

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CHAPTER 1

INTRODUCTION

1.0 Introduction

This chapter consists of several sections which are the background of the study, statement of the problem, research objectives, research questions, significance of the study, limitations of the study and also the definitions of term that are involved in this study.

1.1 Background of the Study

The globalization trend, technology changes and development as well as new business practices continuously influence organizations in Malaysia (Anuar Hussin, 2011). Many companies nowadays are facing challenges in increasing their employee's job performance in order to maintain company's competitive advantage and at the same time will retain their potential employees. This is because, employee's job performance indirectly will influence the group or team performance and overall organizational effectiveness as well (Gibson, 2000). As we concern, employees are a very crucial source for any organization; therefore, the organizations' ability to recognize the importance of employee retention will make them more successful in the marketplace and sustain their leadership.

In today's competitive business environment, organizations are not allowed to waste their potential workforce. This is because workforces are likely to be a