THE RELATIONSHIP BETWEEN REWARD PRACTICES AND JOB PERFORMANCE IN PUBLIC SECTOR

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ABSTRACT

The relationship Between Reward Practices and Job Performance

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The study aimed to examine the significant the relationship between reward practices and job performance. A total of 85 support staff in Public Services Department of Malaysia (JPA) Putrajaya were selected as respondents through simple random sampling. The conceptual framework of this study is reward practices as independent variable and job performance as dependent variable. This study utilized the quantitative research design method using survey questionnaire. Finding indicates level of frequency of reward practices distributed.' ($M = 3.47$, $SD = .502$), and the lowest mean was ($M = 2.31$, $SD = .976$). Furthermore, level agreement of job performance for job satisfaction was ($M = 3.38$, $SD = .556$) and the lowest mean was ($M = 2.49$, $SD = .503$). The relationship between reward practices and job performance was positive, strong and significant ($r = .469$; $p < 0.01$).

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INTRODUCTION

Background of the Study

Reward is the incentive 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 maintain the level of productivity. Rewards can be in monetary and non-monetary form. Non-monetary examples can be stated such as holidays, vacations and promotions.

There are two basic types of rewards, which are extrinsic reward and intrinsic rewards. Extrinsic reward is the reward that you can see and touch (tangible). This type of reward plays a role to fulfil the basic needs such as the income you get to pay the bill, to buy something and to fulfil your preferences.