

**THE RELATIONSHIP BETWEEN MOTIVATION AND EMPLOYEE
PERFORMANCE**

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ABSTRACT

The purpose of this study is to investigate the relationship between motivation and employee performance. This study in an assessment of this purpose used theory of motivation based on David McClelland approach in which a qualitative survey was carried out among employees at Jabatan Kerja Raya Kuala Terengganu whose are assumed to be productive and motivated employees. The survey was intended to get their responses on what they feel is the best factors need of motivation that could motivate them as employees. In terms of general perspectives of various types of working, employee are required to apply the desired of needs to motivate them in the workplace. Motivation is the creation of conditions that encourage an employee to achieve a high level of performance. The independent variables are need for power, need for achievement and need for affiliation meanwhile employee performance as a dependent variable in the present study. It is hypothesized that the three motivational needs that is, need for power, achievement and need for affiliation will positively influence employee performance. Several statistical techniques like frequency, mean, standard deviation and correlation are used to measure the significance and strength of relationship between variables. The analysis from the empirical findings showed that need for achievement was the most ranked variable and have strong correlation for groups that made up the sample survey. However, need for affiliation and need for power have moderate correlation. The main conclusion is that all motivational needs are significantly and positively have the relationship related to employee performance. This study therefore can be seen as an introduction to a more detailed study to be carried by future researchers on the field of employee's motivation.

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