

**THE DIFFERENT OF SALARY PAYMENT SYSTEM ON WORKING
PRODUCTIVITY IN OIL PALM PLANTATION**

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ABSTRACT

THE DIFFERENT OF SALARY PAYMENT SYSTEM ON WORKING PRODUCTIVITY IN OIL PALM PLANTATION

Oil palm industry has been rapidly growing and a lot land has been used in Malaysia for planted the oil palm. Nowadays, most of oil palm plantation industry still use the different payment system method to worker for same task or group. This practice may increase the risk and give an impact to surrounding and worker itself. The different payment system applied by the companies involved in the study were contract system, piece-rate system and check-roll system. The aim of this study are to investigate the affects using different payment system in oil palm plantation toward worker productivity, to identify the preferred of salary payment system among the worker and to identify the most effective payment system to be apply in oil palm plantation. The study has been conducted at TDMP Jerangau Estate, Bukit Besi, Terengganu with the sample of population is about 86 respondents to be analyzed among plantation workers. In this study, primary data was obtained through the survey questionnaire that was been given to the respondents. All data from the survey have been collected and analyzed though descriptive, factor and regression analysis. Result of the study obtained various useful information such 85% the salary payment method may affect the workers productivity, check-roll is ideal farmer preferred salary payment system, and the most effective payment system to be apply on oil palm plantation is check-roll payment method. As a conclusion, different of salary payment method were effect workers productivity in oil palm plantation can help the plantation owner to choose the ideal salary scheme on their workforce in order to generate output in the future.

Keywords: Oil palm plantation, salary payment system, working productivity.