

**RELATIONSHIP BETWEEN COMPENSATION SATISFACTION
AND WORK MOTIVATION AMONG CIVIL SERVANTS
IN MAJLIS DAERAH JERANTUT, JERANTUT**

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Abstract

In order to transform Malaysia from a middle income to an advanced nation by 2020, each party needs to strive. One of the parties that plays role in this mission is civil servant. Satisfaction with compensation is believed can keep civil servants motivating and performing well in work.

The study was conducted to investigate the level of compensation satisfaction and work motivation among civil servants in Majlis Daerah Jerantut, Pahang. Apart from that, the study also will attempt to examine the relationship between compensation satisfaction and work motivation of civil servants in Majlis Daerah Jerantut, Pahang.

Questionnaire was used as an instrument in this study. 36 questionnaires were distributed and 30 questionnaires were completed. After the questionnaires were completed, they were collected by researcher and the process of data analyzing was started.

Descriptive statistics based on frequency tables were used in data analyzing. The relationship between variables has been analyzed by using Pearson Correlation. The degree and strength of relationship also was identified. Apart from that, the level of compensation satisfaction and work motivation were identified.

The level of compensation satisfaction and work motivation among civil servants in Majlis Daerah Jerantut were perceived as high and there was a relationship between compensation satisfaction and work motivation among civil servants in Majlis Daerah Jerantut. The degree of relationship between compensation satisfaction and work motivation was moderate.

As conclusion, all data obtained was sufficient to examine all research questions. For recommendations for future research, researchers can carry out a study on various public institutions, increase the number of sample size to expand the scope of study, carry out a study to compare results among employees by both public and private institutions and examine additional factors that affecting work motivation among employees.

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