



**A STUDY ON REWARD SYSTEM IMPACT TOWARDS
EMPLOYEE'S MOTIVATIONS:
A CASE STUDY OF RISDA SEREMBAN BRANCH**

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ABSTRACT

The main purposed of the research was to analyse the impact of rewards system on the employee motivation at RISDA Seremban Branch. The specific objective of the study were to study the relationship between rewards system (Extrinsic rewards and intrinsic rewards) towards employee motivation and to identify the most influence factor of rewards system towards employee motivation at RISDA organization. The current research has adopted quantitative approach of analysing the result of the study. The quantitative data was collected through primary survey questionnaires that were distributed among 40 employee. SPSS software was used to analyse the collected data in which frequency analysis, correlation analysis and regression analysis were performed. In addition, the technique of manual thematic analysis was used in order to interpret the information that was gathered through the interview survey.

CHAPTER 1

INTRODUCTION

1.0 BACKGROUND OF THE STUDY.

This research focuses on the Reward system and its impact on employee motivation at RISDA organization. Reward system is an important tool that management uses to channel employee's motivation in desired ways such as better functionality and further improve company performance. For every company, the human resources department is a must in order to care about the employee's needs and their benefits. Every company has their own system on how to reward their staffs in order to show company's appreciation towards the staffs. The rewards system has to show the win win situation on both side of the company and the staff as the benefit the staff received when they gave their energy and skills to the company. Supported by Nawab and Bhatti (2011) which they found that employee reward positively and significant affect organizational commitment. To make this statement more significant, research of Paik, Y. S. et al (2007) found a positive and noteworthy relationship between reward received by the Korean workers expatriate and Mexico local workers on the affective commitment which is similar to the employee's performance.