

**RELATIONSHIP BETWEEN MOTIVATIONAL FACTORS AND EMPLOYEE
PERFORMANCE**

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CHAPTER 1

INTRODUCTION

1.1. Background of study

In facing increasingly challenging economies nowadays employee performance is crucial as it usually indicates better workplace efficiency and productivity. This is supported by Jesarati et al. (2013) which stated that good performance increases organisational productivity that in turn enhances the functioning of government and the economy. This proves that employee performance is an aspect that cannot be forgotten in an organisation. Employee performance also involves every day to day work task as said by Shahzadi et al. (2014) where employee performance involves quality and quantity of output, presence at work, accommodative and helpful nature and timeliness of output. This can be interpreted as employee performance involve the physical and mental attributes in the employee and how they carry themselves around the workplace.

Additionally, when talking about employee performance, there are plethora of factors that affects employees' motivation for employee performance. These factors of motivation can be divided into two which is intrinsic and extrinsic factors. Both extrinsic and intrinsic factors always play important roles in influencing employee performance and any human resource executive should not downplay or focus on one aspect of motivational factors without forgetting the others as in doing so they can jeopardise the motivation level of employees, thus driving employee performance towards downwards spiral.

Motivation is becoming more crucial for organisations as a factor in keeping the productivity and efficiency high at the workplace. Motivation is also important in