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ABSTRACT

The issues of motivation in public servants are not new in an organization. This study attempts to measure the influence of reward, working condition, appreciation and communication towards employee performance. The sample of 162 employees working in Wisma Persekutuan Besut. Questionnaires comprising seven parts were sent directly to targeted segment. In the first part, the first few questions are related demographic information including personal information, second part until six part consists of thirty five questions which used to measure motivation and last part is related toemployee performance. The study describes that the three factors (working condition, appreciation and communication) significantly influence the employee performance. The most significant Independent variables (appreciation and communication) to dependent variable (employee perfromance) from beta value is communication (β=.336, p<0.05). The more the employees are motive to tasks accomplishment higher will the organizational performance and success.The organizations should design their rules, policies and organizational structures that give space to the employee to work well and appreciate them on their tasks fulfilment and achievements. This will surely lead to organizational growth.

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