

THE RELATIONSHIP BETWEEN INTRINSIC AND EXTRINSIC
REWARDS TOWARDS EMPLOYEE PERFORMANCE AT SIME
DARBY JOMALINA SDN. BHD.

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ABSTRACT

The purpose of this research was to investigate the relationship between intrinsic and extrinsic rewards towards employee performance at Sime Darby Jomalina Sdn. Bhd. This correlational research used a stratified sampling technique and the sample size was determined using the Sekaran (2003) sample size table. Questionnaires were distributed to 56 employees and the accepted questionnaires was 52 sets with 94.64%. The questionnaires were analysed using SPSS version 21 to determine the result. The higher gender of the respondents for this study were female. Most of respondents at Sime Darby Jomalina Sdn. Bhd. aged 32 – 38 years old and 39 – 45 years old. The respondents who answered the questionnaire was the most of employees with married status. However, the majority of employees in this organization had Diploma for their education level and had the basic salary RM2001-RM3000 with working experience 6-10 years. The majority respondents that involved with this study had 89.99-80% and 79.99-60% percentage on last performance assessment. The finding shows that there was a weak relationship between intrinsic rewards and employee performance. In addition, extrinsic rewards and employee performance have moderate relationship. Meanwhile, from the finding, it shows the extrinsic rewards contribute more on employee performance. It is recommended that the top management need to give the bonus with fair to their employee so that the employees can increasing their performance and work better in future. The future research need to find the rural employees for the respondents of the study. From that, we can know either the rural employees get enough motivation or not from their top management.

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TABLE OF CONTENTS

CHAPTER 1: INTRODUCTION	1
Background of Study.....	1
Problem Statements.....	2
Research Objectives	4
Research Questions	4
Hypothesis	5
Significant of the Study.....	5
Scope of Study	6
Definition of Term	7
CHAPTER 2: LITERATURE REVIEW	8
Literature Review on Motivation	8
Literature Review on Rewards.....	9
Literature Review on Intrinsic Rewards.....	10
Literature Review on Extrinsic Rewards	13
Literature Review on Employee Performance	16
Conceptual Framework	17
CHAPTER 3: RESEARCH METHODOLOGY	19
Research Design.....	19
Sampling Frame	19
Populations	19
Sampling Technique.....	20
Sample Size.....	20
Unit of Analysis	20
Data Collection Procedures.....	20
Instruments	21
Validity of Instruments.....	22
Data Analysis	23

CHAPTER 4: FINDINGS	25
Introduction	25
Response Rate	25
Normality Test.....	26
Reliability Test.....	27
Demographic Statistics.....	30
Descriptive Statistics	34
Intrinsic Rewards.....	34
Extrinsic Rewards	36
Employee Performance	38
Research Question 1	39
Research Question 2.....	40
Research Question 3.....	41
 CHAPTER 5: CONCLUSION AND RECOMMENDATION	 44
Introduction	44
Conclusion.....	44
Demographic data.....	44
Research Question 1	45
Research Question 2	45
Research Question 3	46
Recommendation.....	47
For this Study.....	47
For future Study.....	49
REFERENCES	50
APPENDICES	55