

STUDY ON REWARDS AND MOTIVATION AMONG EMPLOYEES AT MAJLIS
DAERAH SIK, KEDAH: THE STAFF PERSPECTIVE

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ABSTRACT

The purpose of the study is to investigate on rewards and motivation among employees at Majlis Daerah Sik from the perspectives of the staff. There are two research objectives of this study that are to investigate rewards and motivation among employees at Majlis Daerah Sik, Kedah and to investigate the predictor variables of motivation among employees at Majlis Daerah Sik, Kedah. The scope of this study was limited to only the staff at Majlis Daerah Sik, Kedah. The size of population was 75, and based on theory of Krejcie and Morgan, the appropriate size of respondent for my study was 63. 65 questionnaires were distributed to the respondents and all questionnaires were returned. Simple random sampling was used in this study by getting the name list of staff at Majlis Daerah Sik, Kedah. The research concluded that the staff at Majlis Daerah Sik, Kedah would be motivated if they were rewarded with intrinsic rewards. As intrinsic rewards tend to better motivate the staff at Majlis Daerah Sik, so some recommendations have been highlighted namely; organization has to involve lower level management in making decision, do appraise them for their high performance and give employees an authority in order to implement task. For future research, it is recommended to study the relationship of rewards and motivation in organizations in Malaysia to know the most preferred rewards by employees in Malaysia.

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