



**EFFECT OF INTRINSIC AND EXTRINSIC REWARDS ON JOB
SATISFACTION AT FELDA HEADQUARTERS**

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JULY 2017

ACKNOWLEDGEMENT

Assalamualaikum w.b.t,

First of all I would like to take this opportunity to acknowledge the creator, ALLAH S.W.T for giving me the determination, the skills and the will to persist, the good health to endure and the spirit for me to finish this research.

The completion of this report is the result of the following people that kindly dedicated her valued time to read, evaluated and giving opinion to a better outcome of this report. Highly gratitude thanks to my advisor, Dr. Noraznira bt Abd Razak for her advices, ideas and guided me to conduct this report from the initial stage until the final stage of this report. Not to forget to my second examiner Madam Azlin Zanariah bt. Bahtar for her advice throughout my journey to finish my research.

I also would like to extend my gratitude and thousands of thanks to my family members, colleagues and supervisor for their support and concern on finishing this research.

Lastly, I hope this report will meet the requirement and expectation of the faculty and university. It would be a great honor for me if it is uses as reference or for any other good cause.

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ABSTRACT

The purpose of this study is to identify the effect of intrinsic and extrinsic rewards on job satisfaction at FELDA Headquarter. In order to complete this study, the data is obtained from primary data through the distribution of questionnaires. A total of 108 questionnaires are distributed among workers in FELDA Headquarters, and only 59 of questionnaires are fully complete answered. Then, all the collected data are analysed by using Statistical Package for Social Science (SPSS) version 23. From the correlation testing, the result show all intrinsic rewards which are task autonomy, task significance and task involvement have significant relationship with job satisfaction. Meanwhile, all extrinsic rewards which are social rewards and organization rewards are not significant to job satisfaction. Hence, all the three hypotheses testing are accepted and another two are no accepted. Moreover, the result also revealed that task involvement is most significant factor that affects job satisfaction among workers in FELDA Headquarters. In conclusions, it shows that job satisfaction of workers in FELDA Headquarters was most influenced by task involvement.