



**RELATIONSHIP BETWEEN PSYCHOLOGICAL REWARD SATISFACTION  
AND MONETARY REWARD SATISFACTION AMONG STAFF AT MAJLIS  
PERBANDARAN KLUANG**

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## **ABSTRACT**

Commitment of employee is an issue arise not only in private sector but also in public sector. Thus this study was aim to investigate the relationship between psychological reward satisfaction and monetary reward satisfaction toward organizational commitment among staff at Majlis Perbandaran Kluang. To accomplishing the objective of this research, research question and hypothesis are developed. Beside, literature review include in this research in order to provide better understanding and justification on whether psychological reward satisfaction and monetary reward satisfaction have relation to with organizational commitment. The survey method which is questionnaire was used to obtained data from a sample of 185 respondents. Data that collected through questionnaire are analyse by using Statistical Package for Social Science (SPSS) version 2.0 and the result obtain discuss in the form of table. Based on finding, it reveals that all two independent variable which is psychological reward satisfaction and monetary reward satisfaction have positive significant relationship with organizational commitment.