

**THE IMPACT OF EXTRINSIC REWARDS TOWARD  
EMPLOYEE'S JOB PERFORMANCE AT TM, MELAKA**

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## **Abstract**

This study was conducted to explain the impact of extrinsic rewards toward employee's job performance. The study was carried out at TM, Melaka. The study involved 123 respondents with employee categories which include top level management, middle management and lower level management. The researcher study this topic because usually the organizations only focus on extrinsic rewards compared with the intrinsic rewards. Moreover, the research objective in this study indicates to determine the level of the employee's job performance, to identify the impact of extrinsic reward toward employee's job performance, and to identify the most influence elements of extrinsic rewards that give impact toward employee's job performance. Furthermore, employees from a wider range and different levels of employment may present different perceptive of the findings.

Keywords: Extrinsic rewards, Salary/Compensation, Cash Bonuses, Extra Benefits, Recognition, Promotion and Job Performance.

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**LIST OF FIGURE**

Figure 2.1	Theoretical Framework for the Impact of Extrinsic Rewards toward Employee’s Job Performance at TM, Melaka.	16
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## TABLE OF CONTENTS

Page

TITLE.....	i
ABSTRACT.....	ii
ACKNOWLEDGEMENTS.....	iii
TABLE OF CONTENTS.....	v
LIST OF TABLES.....	vii
LIST OF FIGURES.....	viii

### CHAPTER 1

INTRODUCTION.....	1
Background of Company.....	1
Problem Statement.....	2
Research Objectives.....	3
Research Questions.....	3
Research Hypothesis.....	4
Significance of Study.....	4
Scope of Study.....	6
Definition of Terms.....	6
Chapter Summary.....	7

### CHAPTER 2

LITERATURE REVIEW.....	8
Introduction.....	8
Job Performance.....	8
Extrinsic Rewards.....	10
Salary/Compensation.....	11
Cash Bonuses.....	12
Extra Benefits.....	13
Recognition.....	14
Promotion.....	15
Theoretical Framework.....	16
Chapter Summary.....	16

### CHAPTER 3

RESEARCH METHODOLOGY.....	17
Introduction.....	17
Research Design.....	17
Sampling Frame.....	18
Population.....	19
Sampling Design.....	20
Sample Size.....	20
Unit of Analysis.....	21