



**A STUDY ON EMPLOYEE'S PERCEPTION ON REWARD SYSTEM
OFFERED AT NATIONAL TREASURY DEPARTMENT OF
MALAYSIA**

**FACULTY OF ADMINISTRATIVE SCIENCE & POLICY STUDIES
BACHELOR OF ADMINISTRATIVE SCIENCE (HONOURS)
SEM DIS-MAY 2009**

**MARLINA SYAMSURI
2007274916**

EXECUTIVE SUMMARY

This research was done based on the starting point where it is essential for every organisation to have a good reward system structure. In an organisation, a good reward system could ensure the organisation is being fair towards all its employees. Although it's hard to evaluate employee's level of satisfaction, information on individual's perception towards such system in an organisation could be generated for that reason.

In this research, in order to identify employee's perception on the reward system offered by their organisation, an analysis has been done to see the result. It also includes the analysis to identify the most powerful and attractive reward system offered in the organisation. The interpretation of the result would show reward system that was able to fulfill employee's satisfaction. Thus, it could ensure that employees would lead to achieve organizational goals and objectives.

Furthermore, a good and fair reward system is essential and very important for every organisation. The implementation of such reward system should become the key in measuring employee's satisfaction in performing their job. Since, the development of such reward system is very crucial to satisfied all employees, the involvement of employees in the process of designing rewards could minimize the effect. It also could be done through brainstorming and develop group synergy.

DECLARATION

I hereby declare that the work contained in this research proposal is my own work and investigation, except those which have been duly identified and acknowledged by footnotes giving explicit references and a bibliography is appended.

Signature

Name : MARLINA SYAMSURI

Matrix No: 2007274916

NRIC : 860626-49-6328

Date : 12 May 2009

TABLE OF CONTENTS

CHAPTER 1: INTRODUCTION	PAGE
1.1 Introduction.....	1
1.2 Problem statement.....	2
1.3 Research objectives.....	3
1.4 Scope of the study.....	4
1.5 Significance of the study.....	4
1.6 Definition of terms / concepts.....	5
1.7 Limitation.....	5
CHAPTER 2: LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK	
2.1 Literature review.....	6
2.2 Conceptual framework.....	17
CHAPTER 3: RESEARCH METHODOLOGY	
3.1 Research design.....	20
3.2 Unit of analysis.....	21
3.3 Sample size.....	21
3.4 Sampling technique.....	21
3.5 Measurement / Instrumentation.....	21
3.6 Data collection.....	22
3.7 Data analysis.....	22
CHAPTER 4: FINDINGS	
4.1 Part A: Demographic data.....	24

LIST OF TABLES

	PAGE
Table 4.1: Profile of respondents.....	24
Table 4.2: Independent variables.....	26
Table 4.2.1: Medical Benefits.....	26
Table 4.2.2: Leave.....	26
Table 4.2.3: Subsidy.....	27
Table 4.2.4: Insurance.....	27
Table 4.2.5: Compensation and Recognition.....	28
Table 4.3: Dependent variables.....	28
Table 4.4: The most attractive reward systems offered by the organisation.....	30
Table 4.4.1: My salary is fair for my job and responsibilities.....	30
Table 4.4.2: If I perform well, I can count on being promoted.....	30
Table 4.4.3: The bonuses given are appropriate to my hard work.....	30
Table 4.4.4: The contribution of my employer in EPF is fair and reasonable....	31
Table 4.4.5: Overall, my organisation compensates employees fairly	31
Table 4.4.6: Leave provision in my organisation is fair.....	32
Table 4.4.7: Paid leave motivates me to perform excellently.....	32
Table 4.4.8: The amount of paid leave provided is reasonable.....	32
Table 4.4.9: Overall, I'm satisfied with leave provision offered by my organisation	33
Table 4.5: Mann-Whitney U test.....	34
Table 4.5.1: Ranks.....	34
Table 4.5.2: Test statistics.....	34