

THE RELATIONSHIP BETWEEN TYPES OF MOTIVATION FACTORS THAT AFFECT EMPLOYEE'S PERFORMANCE IN SARAWAK PLANTATION BERHAD PRODUCTIVITY

MELANIE DANYIN @ DANNY

2011485556

BACHELOR OF BUSINESS ADMINISTRATION

(HONS) (HUMAN RESOURCE MANAGEMENT)

FACULTY OF BUSINESS MANAGEMENT

UNIVERSITI TEKNOLOGI MARA

PULAU PINANG

JULY 2014



BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN RESOURCE MANAGEMENT) FACULTY OF BUSINESS MANAGEMENT UNIVERSITI TEKNOLOGI MARA "DECLARATION OF ORIGINAL WORK"

I, MELANIE DANYIN @ DANNY, (I/C NUMBER: 910630-xx-xxxx)

Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project-paper is the result of my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:		Date:	<u>qo</u>	
Signature:	X/III	Zato.	<u>ac</u>	

ACKNOWLEDGEMENT

A grateful thanks to God, for his wisdom, guidance and blessing in giving me the

strength, ideas and patience to complete this research paper work on the

relationship between motivation factors that affect employees performance at

Sarawak Plantation.

First of all, I would like to take this opportunity to express my profound and deep

appreciation to my supervisor, Encik Mohamad Fadil for his guidance, ideas and

tolerant in guiding me to complete this research and assist me in compiling the

project.

At this juncture I feel deeply honoured in expressing my sincere thanks to my

supervisor at Sarawak Plantation Berhad, Madam Christina Stin for making the

resources available at right time and providing valuable insights leading to the

successful completion of my project and to staff members of Sarawak Plantation

Berhad for the valuable information provided by them in their respective fields. I

am grateful for their cooperation during the period of my assignment.

I would also like to thank all the faculty members, Shuhaila Binti Khalid, Nur

Atikah binti Damin, Atikah Nabila and for all my classmates for their critical advice

and guidance without which this project would not have been possible. I

appreciate all your hard work to help me complete this research even in the

critical time.

Last but not the least I place a deep sense of gratitude to my family members

especially my mother, Magdaline Anyie for her support and sacrifice a lot of time

and money in order to send me to Penang for my study, and my friends who have

been constant source of inspiration during the preparation of this project work.

Thank you.

i

Table of contents

TITLE PAGE	PAGE				
DECLARATION OF ORIGINAL WORK					
LETTER OF SUBMISSION					
ACKNOWLEDGEMENT					
TABLE OF CONTENTS					
LIST OF TABLES					
LIS OF FIGURES					
ABSTRACT					
CHAPTER 1 INTRODUCTION					
1.1	Backgro	und Of Study	1-2		
1.2	2 Background Of The Company				
1.3	1.3 Problem Statement				
1.4	1.4 Research Questions				
1.5	Objectiv	5			
1.6	Significa	5			
1.7	1.7 Limitation Of Study		6		
1.8	Summar	7			
CHAPTER 2 2.1 Introduction					
2.2	Literatur	e review	8		
	2.2.1	Reward and recognition	8		
	2.2.2	Salary and pay	9		
	2.1.3	Nature of work environment	10		
2.3	Theoretical Framework		10		
	2.3.1	Tables of theoretical framework	10		
2.4	Hypothesis		11		
	2.4.1	Reward and recognition	11		
	2.4.2	Salary and pay	11		

ABSTRACT

The purpose of this study was to describe the factors that influence employees performance at Sarawak Plantation Berhad (SPB). Suggested research model have been develop to describe three factors that have been chosen in this study. The factor which is more influencing emloyees performance will be identified. This research also to identify the significant relationship between variables interest where this will be analyse by using five data analysis methods. There are frequency analysis, reliability analysis, Pearson correlation coefficient, descriptive Statistics and multiple regression analysis. For the purpose of collecting data, 50 questionnaires have been distributed to the respondents. After finished collecting data form the questionnaires by 50 respondents, the data will be conducted, coded and computed using the version of Statistical Package for Social Science (SPSS) version 20.0.