

**THE RELATIONSHIP BETWEEN EMPLOYEE  
MOTIVATION AND JOB PERFORMANCE AMONG NON-  
ACADEMIC STAFF AT UNIVERSITI MALAYSIA  
SARAWAK (UNIMAS)**

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## AUTHOR'S DECLARATION



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“DECLARATION OF ORIGINAL WORK”

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Hereby, declare that:

- This work has not been previously been accepted in substance for any degree, locally or overseas and is not being concurrently submitted for this degree or any other degrees.
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## **ABSTRACT**

This paper is to measure the effect of employee motivation towards job performance among non-academic staff in Universiti Malaysia Sarawak (UNIMAS). For this study, convenience sampling technique will be used on the non-academic staff where subjects were selected because of their convenient accessibility and proximity to the researcher. A total of 130 respondents from several selected department had voluntarily participated in this study. However, only 97 questionnaires were returned and considered usable. Correlation analysis was used and data were analyzed by SPSS Version 25. The independent variables for this study were working environment, individual needs and personal preferences. The analysis shows all three variables were positively and significant by related to job performance. This study would give the benefit to employees because it provides enough information that would help the employees to understand that motivation can affect their job performance and helps the organization to increase their productivity. This proves that motivation is an essential factor in producing job performance. This study contributes to the body of knowledge in the area of motivation in targeting the academic industry at public university in Sarawak.

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## **CHAPTER 1**

### **INTRODUCTION**

This chapter describes the background of the study, limitations of the study and definitions of terms.

#### **Background of the Study**

According to Zainal, Zawawi, Aziz and Ali (2018), job performance was the set of worker activities or an operation used by an employee in order to achieve their desired organizational goals. Job performance was the most essential focus among academicians and administrative in higher education sector where the performance level would deteriorate if the motivation level of employee drops. (Ghaffari, Burgoyne, Nazri, Shah, and Salleh, 2011). The qualities of employees influence job performance and the person with high level of motivation would achieve more desired result and success in workplace. Motivation starts with the root word, motive something that causes a person to act.

According to Gedler, Broussard and Garrison (2004), broadly define motivation as the attribute that moves us to do or not to do something (p.106). Motivation was important in the organization as it can boost the morale among the employees in order to achieve their desired goals.

This study is using Maslow's Hierarchy of Needs theory of motivation where it was stated that people was motivated to achieve certain needs and that some need