

THE RELATIONSHIP BETWEEN MOTIVATIONAL FACTORS AND
JOB PERFORMANCE AMONG NON-EXECUTIVE STAFF AT
CHIEF'S MINISTER DEPARTMENT IN THE HUMAN RESOURCES
UNIT, KUCHING SARAWAK.

Prepared for:
MADAM PAULINE JAU

Prepared by:
AMIRAH SHAMINAS BINTI RAMLEE 2016230508
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)

UNIVERSITI TEKNOLOGI MARA (UiTM)
FACULTY OF BUSINESS AND MANAGEMENT

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BACHELOR IN OFFICE SYSTEMS MANAGEMENT (Hons.)
FACULTY OF BUSINESS MANAGEMENT

“DECLARATION OF ORIGINAL WORK”

I, Amirah Shaminas Binti Ramlee, (950821-13-5308)

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.

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ABSTRACT

This study was conducted at Chief's Minister Department in the State Human Resources. The purpose of the study is to investigate the relationship between motivational factors and job performance among non-executive staff. In this study, there are three motivational factors which are salary, work environment and job security. A total of 120 questionnaires were distributed to the non-executive staff at Chief's Minister Department in the State Human Resources. The returned questionnaires were 100 which was equivalent to 83.33% and all were usable.

This study was guided by three research question, firstly, what is the relationship between Salary and Job Performance among non-executive staff at Chief's Minister Department in the State Human Resources?, secondly what is the relationship between Work Environment and Job Performance among the non-executive staff at Chief's Minister Department in the State Human Resources? and thirdly, what is the relationship between Job Security and Job Performance among the non-executive staff at Chief's Minister Department in the State Human Resources?.

The data was analysed using SPSS Version 23. The result shows that the findings in motivational factors are positively and significantly correlated with job performance. It shows that there is appositve, large and significance between the variables which Salary ($r=.667^*$, $p < 0.05$), Job Security($r=.703^{**}$, $p < 0.01$) and Work environment($r=.700^{**}$, $p < 0.01$) with strong levels of job performance.

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CHAPTER 1

INTRODUCTION

This research aims to examine the relationship between motivational factors and job performance. This chapter explain background of the study, statement of the problem, research objectives, research questions, significance of the study, limitations of the study, and definition of terms to provide further understanding towards this research that have been conducted at Chief's Minister Department in the State Human Resource Unit Kuching, Sarawak.

Background of the Study

The motivational factors are the most essential part in helping to increase the employees' job performance. Motivation in organizations is very significant for each employee to change behavior in positive ways (Aarabi, Subramaniam, and Akeel, 2013). The phases of motivation depend on how the employees maximize their efforts directly to the goals and maintain it (Aarabi et al., 2013). It means the higher efforts the employees give, the opportunity to achieve the organizations goals will be a success.

Therefore, a lot of researcher has been conducted regarding motivational factors and job performance. This study seeks to address the relationship between the independent variables such as Salary, Work Environment and Job Security and the dependent variable, which is Job Performance.