

**REWARD SYSTEM AND EMPLOYEE PERFORMANCE IN
PEJABAT TANAH DAN JAJAHAN IN KELANTAN**

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Abstract

Employee Performance is considered as a strong asset in any company because it can effect on the company's goals. Therefore, it is important to identify factors which can motivate employees in increasing their work performance. The objective of this study are to identify the types of reward in Pejabat Tanah dan Jajahan in Kelantan and to identify the relationship between reward system and employee performance in Pejabat Tanah dan Jajahan in Kelantan. Hence, this study has examined the relationship between extrinsic reward, intrinsic reward and employee performance in Pejabat Tanah dan Jajahan Pasir Mas and Pejabat Tanah dan Jajahan Tanah Merah. In order to accomplish the research objectives, correlational research design was carried out. Questionnaire was used as the primary data collection method. Stratified sampling technique was used in distributing the questionnaire. The data was analyzed using SPSS and reliability and Pearson Correlation were tested. The results revealed that there is a weak relationship between extrinsic reward and employee performance, and a moderate relationship between intrinsic reward and employee performance. The research results can be used as a guideline for the land sector organizations in Kelantan to have better understanding of significance of reward system on employee performance and furthermore it will help to design and implement strategic reward system to bring competitive advantage. In the light of the findings, recommendations are outlined.

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