

**THE RELATIONSHIP BETWEEN REWARDS AND EMPLOYEE'S
MOTIVATION AMONG NON-ACADEMIC EMPLOYEES
AT INSTITUTE OF TEACHER EDUCATION
TUANKU BAINUN CAMPUS**

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ABSTRACT

The aim of this study is to identify the relationship between rewards and employee's motivation among permanent non-academic employees in Institute of Teacher Education Tuanku Bainun Campus, Bukit Mertajam, Pulau Pinang. The selection of respondents will be based on stratified sampling which each groups of the population have equal and independent chance of being selected to be part of the sample. The list of departments including staffs working under their department has been given by Executive Officer of Institute of Teacher Education Tuanku Bainun Campus. In this study, questionnaire is used as data instruments for data collection. There are three sections in the questionnaire. In section A, the respondents are requested to provide information regarding their demographic profile such as gender, age, educational level and length of services in the organization. For section B, respondents required to answer the questions relate to rewards which are focused on bonus and promotion. In section C, the respondents will be further asked regarding employee's motivation in term of work performance and employee's retention. These questions that are being asked focused on the relationship between rewards and employee's motivation. Conclusion and recommendations are also included in this study in order to conclude the results of the study and suggestions. Suggestions to future researchers are also added to study related study.

Keywords: rewards, bonus, promotion, employee's motivation, work performance, employee's retention

TABLE OF CONTENT

| | |
|---|----|
| CHAPTER 1 | |
| INTRODUCTION | |
| Chapter Overview..... | 1 |
| Background of Study..... | 1 |
| Statement of the Problem..... | 3 |
| Research Objectives..... | 4 |
| Research Questions..... | 5 |
| Significant of Study..... | 5 |
| Limitation of Study..... | 6 |
| Definition of Terms..... | 6 |
| CHAPTER 2 | |
| LITERATURE REVIEW | |
| Chapter Overview..... | 9 |
| Reward..... | 9 |
| Bonus..... | 10 |
| Promotion..... | 11 |
| Employee Motivation..... | 12 |
| Employee Retention..... | 13 |
| Work Performance..... | 14 |
| The Relationship Between Reward and Employee Motivation..... | 15 |
| Conceptual Framework..... | 17 |
| CHAPTER 3 | |
| METHODOLOGY | |
| Chapter Overview..... | 19 |
| Research Design..... | 19 |
| Sampling Frame..... | 20 |
| Population..... | 20 |
| Sampling Technique..... | 20 |
| Sampling Size..... | 20 |
| Unit of Analysis..... | 21 |
| Survey Instrument..... | 21 |
| Validity of Instrument..... | 22 |
| Pilot Test..... | 22 |
| Data Collection Procedures..... | 22 |
| Data Analysis..... | 24 |
| CHAPTER 4 | |
| FINDINGS | |
| Chapter Overview..... | 25 |
| Survey Return Rate..... | 25 |
| Reliability Test..... | 26 |
| Normality Test..... | 27 |
| Descriptive Statistics: Section A: Demographic Profiles..... | 28 |
| Descriptive Statistics: Section B: Rewards..... | 30 |
| Descriptive Statistics: Section C: Employee's Motivation..... | 32 |
| Correlational..... | 34 |
| Research Question 1..... | 35 |
| Research Question 2..... | 36 |
| Research Question 3..... | 38 |

CHAPTER 1

INTRODUCTION

CHAPTER OVERVIEW

This chapter will discuss in detail about the background and problem statement of the study. It also will describe the research objectives and research questions of the study. Besides that, significances and limitations of the study also will be discuss and gather with the operationalization term.

Background of the Study

In order to survive through today's competitive and uncertain environment, superiors have to ensure that their organizations are able to compete strongly thus their employee's contributions are required in shaping organization achievement (Ahmadloo, Boroujeni, Gohari & Hosseinipour, 2013). Those employees with astonishing performances will expect their exceptional contributions toward the organization will be recognized and also to be appreciated by their superiors (Zaherawati, Nazni, Zaliha, & Mohd Zool, 2011). One of many way can superiors appreciated and recognized their employees is by using reward practices that have long known as organization's main strategy in order to burst employee's performances and increase organization's output, stated by Ajila 1997 (as cited by Ahmadloo, Boroujeni, Gohari & Hosseinipour, 2013).