

**THE RELATIONSHIP BETWEEN REWARDS AND EMPLOYEES MOTIVATION  
AMONG EMPLOYEES AT PEJABAT TANAH DAN JAJAHAN MACHANG**

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## ABSTRACT

The purpose of this study was to identify the relationship between rewards and employees motivation among employees at Pejabat Tanah dan Jajahan Machang. This study was conducted at Pejabat Tanah dan Jajahan Machang, Kelantan. The findings were obtained from data collected through the questionnaire distributed personally to the respondents. The finding was analyzed by using Package in the Social Science Software (SPSS) version 19.0.

Section A contains the findings of the demographic profile of respondents. The elements involved were gender, age, educational level and length of service. Section B contains the type of reward that influences employee motivation such as bonus and promotion. Section C contains information about employee motivation level that contributes to employee work performance and employee retention.

*Keywords: Bonus, Reward, Promotion, Motivation, Employee Motivation*

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## 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

Today an organizations result is highly dependent on the employees work motivation. It is therefore important for a company to find out what motivates its employees so that it can plan a suitable reward system and gain better results. The right combination of immaterial and material rewards can boost up the employees' work motivation and enhance their commitment to the company.

Employee motivation is one of the most essential parts in a company's development and success. In order to maximize the overall performance of the company it is vital for an employer to understand what motivates the employees and how to increase their job satisfaction. It might however be challenging for a company to find out what motivates its employees, especially because different people are motivated by different things.