

**THE RELATIONSHIP BETWEEN REWARD AND EMPLOYEE'S
MOTIVATION AMONG EMPLOYEES IN ADVANCED MATERIALS
RESEARCH CENTRE (AMREC), SIRIM BERHAD, KULIM, KEDAH**

Prepared for:

MISS NOORAZILLA BINTI SHAMSUDDIN

Prepared by:

NURHAZWANI IZZATI BINTI MAT SHAH

BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)

UNIVERSITY TECHNOLOGY MARA (UiTM)

FACULTY OF BUSINESS MANAGEMENT

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Nurhazwani Izzati binti Mat Shah

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Faculty of Business Management
Universiti Teknologi MARA

ABSTRACT

This study were investigated the relationship between rewards and employee's motivation at Advanced Materials Research Centre (AMREC), SIRIM Berhad, Kulim, Kedah. Reward means engaging in regular and appropriate financial compensation as well as team celebrations, recognition of years served at work, and/or milestones reached in the personal and professional lives of employees. They motivate employees to work, as well as to try to exceed work expectations. When employees are recognized and rewarded for their work, it improves their self-esteem and enhances team success.

The selection of respondents will be based on simple random sampling which each number of population equal and independent chances of being selected to be part of the sample. The list of the employees has been given by Executive in Office of General Manager at AMREC, SirimBerhad, Kulim, Kedah. In this study, questionnaire is used as data instrument for data collection. The questionnaires were distributed to the 92 employees at AMREC, SirimBerhad, Kulim, Kedah. There are three sections in the questionnaire. In section A, the questions request the respondents to provide information regarding their demographic profile such as gender, age, educational level and length of service. For section B, respondents required to answer the questions about the factors of reward which are bonus and promotion. For section C, the respondent will be further asked about employee's motivation in likert scale which is employee work performance and employee retention. These questions are being asked to focus on the relationship of rewards and employee's 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 discussed and gather with the operationalization term.

Background of the Study

An organization nowadays is highly based on the employee work motivation because it is one of important part in organization development. This is because, employees are the engine of organization vehicles while reward is the fuel. No organization can achieve its stated objectives without employees (Sajuyigbe, Olaoye, Adeyemi, 2013). Therefore, it is essential for an organization to find out the factors that motivates its employees, so that the organization can plan a suitable reward system that can give a better result in employee's motivation. The best combination of financial and non-financial rewards can increase employees' work motivation and enhance their commitment to the organization.

Employee motivation is one of the most important parts in an organization's development and success. As an employer, the organization need to understand the factors that can motivates the employees in order to increase the overall performance of the organization. Stated by Hadjiphanis (2012), to be effective, managers need to