

**FACTORS OF MOTIVATION TOWARDS THE EMPLOYEE'S JOB
PERFORMANCE**

“A CASE STUDY OF ALLIANZ MALAYSIA BERHAD”

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ABSTRACT

The purpose of this research is to recognize the factors of motivation towards the employee's job performance. The factors that being selected by the researcher are salary, fringe benefits and social recognition and for the outcome is the employee's job performance. This research was done by conducting a survey and the questionnaires were distributed to the employees at all branches of Allianz Malaysia Berhad (AMB) in three (3) different states in east coast region which are Pahang, Terengganu and Kelantan. The total number of the population in east coast region are 71 employees and the sample size were taken were 59 employees. The data from the questionnaires were then being analysed by using the Statistical Package for Social Science (SPSS) version 23. The results were then being analysed by using the reliability analysis, frequency analysis, descriptive analysis, correlation analysis and multiple regression analysis. The findings from the research were identified and stated in chapter 4. The result from the research shows that all the variables can influence the employee's job performance at the company. Other than that, according to the findings, the result shows that the social recognition give a critical factor that influence the employee's job performance at Allianz Malaysia Berhad. For the conclusion, this research can give some valuable information to the researcher, organization and also to all the readers as the basic knowledge. The researcher hopes that the study can help to solve the problem arise that the company. In chapter 5, the researcher has recommended a few tips or ideas for the future study to be conducted about the same issue.

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