

THE RELATIONSHIP BETWEEN MOTIVATION AND
EMPLOYEE PERFORMANCE:
McCLELLAND THEORY OF NEEDS

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ABSTRACT

The study focuses on relationship between Motivation and Employee Performance among employees in Majlis Agama Islam dan Adat Melayu Terengganu (MAIDAM) based on McClelland's theory of needs. In this study, employee performance considered as the dependent variable while the independent variables is based on McClelland's theory that is the need for power (nPow), the need for affiliation (nAff) and the need for achievement (nAch). The objective of this research is to investigate whether McClelland's theory of needs have effect or not with employee performance at MAIDAM. One hundred and ninety-one (191) questionnaires had been used and distributed to the respondents in order to get feedback from employees at MAIDAM. Luckily, all the questionnaires were given back with marked by all employees. The data collected was then tested on its frequency analysis, and then further analyzed by reliability and Pearson correlation coefficient was used to test research questions in this study. Based on the result obtained in this study, employees in MAIDAM have related with motivation and employee performance. This study has conducted at MAIDAM Terengganu during industrial training period.

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TABLE OF CONTENTS

	Page
SUBMISSION OF FINAL ACADEMIC REPORT	i
ABSTRACT	ii
ACKNOWLEDGMENT	iii
LIST OF TABLES	iv
LIST OF FIGURE	v
CHAPTER 1	
INTRODUCTION	1
Background of the study	2
Statement of the Problem	3
Research Objective	5
Research Questions	5
Significance of the Study	6
Limitations of the Study	7
Definition of Terms	8
Scope of the Study	10
CHAPTER 2	
LITERATURE REVIEW	12
Motivation	12
Need for Power	13
Need for Affiliation	15
Need for Achievement	17
Employee Performance	19
Conceptual Framework	20

Hypothesis	21
CHAPTER 3	
METHODOLOGY	23
Research Design	23
Sampling Frame	24
Population	24
Sampling Technique	25
Sample Size	25
Unit of Analysis	26
Instrument	27
Validity of Instrument	27
Data Collection Procedures	28
Plan of Data Analysis	29
CHAPTER 4	
FINDINGS	31
Frequency Analysis	31
Reliability Analysis	34
Pearson Coefficient Correlation Analysis	36
CHAPTER 5	
CONCLUSION AND RECOMMENDATIONS	43
Summary of Research Study	43
Conclusion	44
Recommendations	45
REFERENCES	46
APPENDICES	