A STUDY ON THE EFFECTS OF REWARDS ON EMPLOYEE PERFORMANCE

IN PRIVATE SECTOR: PNB PERDANA HOTEL

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ABSTRACT

Organizations are competing with each other in terms of rewards in order to attract people to work and also retain the existing workers in their organization in a long-period in the industry. The purpose of this study is to study on the effects of rewards on employee performance in private sector at PNB Perdana Hotel. It is vital for the organization to give rewards to the employee which may increase their performance and avoid them to leave the organization. The researcher has listed with three variables which are extrinsic rewards, intrinsic rewards and also recognition rewards as the independent variable. While, employee performance as dependent variable. Researcher has been distributed 145 sets of questionnaires among all the employee in PNB Perdana Hotel. In addition, the researcher used stratified random sampling method in order to gain the data from the respondents. Statistical Package for Social Science (SPSS) version 22 was being used by the researcher to get the findings and analysis. The researcher conducted Pearson's Correlation Analysis to identify the research objective number one, two and three. Meanwhile, the researcher conducted the Regression Analysis to identify the research objective number four. The findings of this study had being proven that there are a significant relationship between extrinsic rewards, intrinsic rewards and recognition rewards with employee performance. It has been found that the recognition rewards is the most significant factor that influence to employee performance. The recommendations were provided for the organization, employees and future researcher to obtain a better result in future.