



**THE EFFECT OF INTRINSIC AND EXTRINSIC REWARDS ON JOB  
SATISFACTION AMONG TEACHERS IN MALAYSIA**

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## **ABSTRACT**

Job satisfaction is a very important matter for an organization towards their employees. It involves feelings of the people surrounding their work, especially employees who experience more challenging work. The main purpose of this study is to explore the effect of intrinsic and extrinsic rewards on job satisfaction among teachers in Malaysia. Moreover, the research aims to discover which intrinsic and extrinsic rewards such as recognition, work, salary and promotion have the most detrimental effect on job satisfaction. The methodology is to achieve the aim mentioned above. Four sets of hypotheses were proposed. The first looked into the effect of intrinsic and extrinsic rewards (recognition, work itself, salary and promotion) on job satisfaction. A questionnaire was used and participants were drawn from 384 teachers in Malaysia but only 160 teachers participate in this study. This paper aims to identify important steps to increase job satisfaction among teachers. The keywords are recognition, work, salary, promotion, job satisfaction and teachers.

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