

STUDY ON REWARDS AND MOTIVATION AMONG
EMPLOYEES AT PAHANG STATE FOUNDATION, KUANTAN:
THE STAFF PERSPECTIVE

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Abstract

The purpose of this study is to investigate on rewards and motivation among employees at Pahang State Foundation from the perspectives of the staff. There are two research objectives of this study that are to investigate the rewards and motivation among employees at Pahang State Foundation and to investigate the predictor variables of motivation among employees at Pahang State Foundation, Kuantan. The scope of this study was limited to only the staff at Pahang State Foundation. The size of the population was 70, and based on the Krejcie and Morgan, the appropriate size of respondent for my study was 59. 68 questionnaires were distributed to the respondents and two of them were not returned. Simple random sampling was used in this study. The research concluded that the staff at Pahang State Foundation would be motivated if they were rewarded with intrinsic rewards. As intrinsic rewards tend to be better motivate the staff at Pahang State Foundation, so some recommendation have been highlighted namely, organization has to involve lower level management in making decision, do appraise them for their high performance and give employees an authority in order to implement task. For future research it is recommended to study the relationship of rewards and motivation in organization in Malaysia to know the most preferred rewards by employees in Malaysia.

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السَّلَامُ عَلَیْكُمْ وَرَحْمَةُ اللّٰهِ وَبَرَكَاتُهُ

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