

**THE STUDY OF EXTENSION IN SOCIAL EXCHANGE  
THEORY TOWARDS JOB PERFORMANCE AT  
PEJABAT DAERAH BESUT, TERENGGANU**

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## ABSTRACT

The purpose of this study is to identify the factors of Social Exchange Theory towards the job performance which using four elements. That four elements are includes trust, reward, organizational support, and organizational commitment. According to the previous research, the Researchers do not use all of four variables in one research. So that is the important reason why this research is created which includes all variable in one research.

Besides that, the objectives of this research are to determine which social exchange variables that affect most on the job performance among employees at Pejabat Daerah Besut. Then, researcher also was study the relationship of Social Exchange Theory with job performance. These two objectives are needed to be achieving while doing this research.

The method used for this type of study is in the form of correlation. This is because correlation is the best way to examine the relationship between variables but in no way implies that one causes changes in others (Salkind, 2008). Moreover, the sampling technique that will be used in this study is simple random sampling. This is because it allows each member of the population has an equal and independent chance of being selected to be part of the sample.

Furthermore, the finding shows that not all the social exchange theory was effect the employee's job performance at Pejabat Daerah Besut. In this organization, from four factors that used in this research, the researcher was got that all factors that most has significant relationships with job performance. There are reward, trust, organizational support, and organizational commitment.

As a conclusion, the important factors that influence the job performance among employees at Pejabat Daerah Besut between four variables are rewards. Lastly, the recommendations for future researcher, they are suggested to expand the sample collection to different provinces of parts in Malaysia. Then, for other researchers who have interest to explore and go deeper into this domain to carefully design the questionnaire and add more questions to get the better result in other area.

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