

STUDY ON REWARDS AND MOTIVATION AMONG  
EMPLOYEES AT PEJABAT SETIAUSAHA KERAJAAN  
NEGERI SEMBILAN (PSUKNS):  
THE STAFF PERSPECTIVE

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## ABSTRACT

The purpose of this research is to study on rewards and motivation among employees at Pejabat Setiausaha Kerajaan Negeri Sembilan (PSUKNS) from the staff perspectives. There are two research objectives of this study that are to investigate rewards and motivation among employees at Pejabat Setiausaha Kerajaan Negeri Sembilan (PSUKNS) and to investigate the predictor variables of motivation among employees in Pejabat Setiausaha Kerajaan Negeri Sembilan (PSUKNS). The scope of this study was limited to only the staff at Pejabat Setiausaha Kerajaan Negeri Sembilan (PSUKNS). The size of population was 400, and based on theory of Krejcie and Morgan (1970), the appropriate size of respondent for this study was 196. 200 questionnaires were distributed to the respondents and all questionnaires were returned. Simple random sampling was used in this study by getting the name list of staff at Pejabat Setiausaha Kerajaan Negeri Sembilan (PSUKNS). The research concluded that the staff at Pejabat Setiausaha Kerajaan Negeri Sembilan (PSUKNS), would be motivated if they were rewarded with intrinsic rewards. As intrinsic rewards tend to better motivate the staff at Pejabat Setiausaha Kerajaan Negeri Sembilan (PSUKNS), so some recommendations have been highlighted namely, organization has to increase salary and benefit, give more responsibility and empowerment and fulfils the employees need and wants. Meanwhile, for future research it is recommended to study the relationship of reward and motivation entirely in each of the organization all over Malaysia to ensure the accuracy of the employees feedback in order to avoiding biased in data collection.

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