

THE RELATIONSHIP BETWEEN EMPLOYEE'S SALARY AND  
MOTIVATION AT KANEKA MALAYSIA SDN. BHD.

HAFSYA NORAZUWA BT ABDUL HAMID

BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)  
UNIVERSITI TEKNOLOGI MARA CAWANGAN PAHANG  
DECEMBER 2016

## **ABSTRACT**

This research tries to clarify the relationship between employee's salary and motivation at Kaneka Malaysia Sdn. Bhd. by establishing an integrated framework for employee's salary and motivation. The first objective of this research is to analyze the method for the company to determine the salary for employee while the second objective of this research is to investigate the relationship between salary and motivation. The sample of this study is supporting staff at Kaneka Malaysia Sdn. Bhd. There are 76 useable questionnaire out of 76 questionnaires were collected from the staff at Kaneka Malaysia Sdn. Bhd. The results show that employees' salary has relationship with employees' motivation.

## **ACKNOWLEDGEMENT**

Finally, i could finish this final year project on the time and I am grateful that i can do this final year project without facing any difficulties that can stop me from finished it.

Firstly, i would like to thank to my research method lecturer, Encik Mohd Amli bin Abdullah@Baharum who is always guiding me to do the best for this final year project. He gives the important details that i need for completing this task successfully.

I also would like to thank to my supervisor, Encik Shamsul Annuar Hj. Sulaimin who always monitored and guided me to complete the final year project. He gives me full commitment in finishing this project.

Besides, I also want to give my appreciation to madam Rosmawati binti Haron the manager of Human Resource department at Kaneka Malaysia Sdn. Bhd. for giving me a lot of information and permission to distribute questionnaire to complete the final year project.

Lastly, i hope this final year project will fulfill the objective given and relate to what have learned throughout this semester on research method subject.

Thank you.

## TABLE OF CONTENTS

	Page
ABSTRACT.....	ii
ACKNOWLEDGEMENT.....	iii
TABLE OF CONTENTS.....	iv
LIST OF TABLES.....	v
LIST OF FIGURES.....	vi
<b>CHAPTER 1</b>	
INTRODUCTION.....	1
Background For The Study.....	1
Statement Of The Problem.....	2
Research Objectives.....	3
Research Questions.....	3
Significance Of The Study.....	4
Limitation Of The Study.....	5
<b>CHAPTER 2</b>	
LITERATURE REVIEW.....	6
Definition of Motivation and Salary.....	6-8
Educational Background.....	9
Skill Based Pay.....	10
Experience.....	11
Conceptual Framework.....	12
Research Hypotheses.....	13
<b>CHAPTER 3</b>	
METHODOLOGY.....	14
Introduction.....	14
Research Design.....	14
Sampling Frame.....	15
Population.....	15

Sampling Technique.....	15
Sampling Size.....	16
Unit Of Analysis.....	16
Data Collection Procedures.....	17
Research Instrument.....	18
Validity Of Instrument.....	18
Data Analysis.....	19
Plan To Data Analysis.....	20
<b>CHAPTER 4</b>	
<b>FINDING AND DATA ANALYSIS.....</b>	<b>21</b>
Introduction.....	21-22
Survey Return	
Rate.....	23
Profile Of Respondent	
(Section A: Demographic	
Data).....	24-32
Reliability Test (Crombach Alfa).....	33-34
Normality Test Of	
Skweeness.....	36-37
Descriptive Analysis .....	38-39
Correlation Analysis.....	40-42
<b>CHAPTER 5</b>	
<b>CONCLUSION AND RECOMMENDATION.....</b>	<b>43</b>
Conclusion.....	43
Recommendation.....	44
Recommendation For Future Research.....	45
<b>REFERENCES.....</b>	<b>46</b>
<b>APPENDICES</b>	
A    Questionnaire.....	
B    Thesis Correction Report.....	
C    Submission of Final Academic Report .....	
D    Turnitin Result.....	