

THE RELATIONSHIP BETWEEN INTRINSIC AND EXTRINSIC
REWARDS TOWARDS EMPLOYEE PERFORMANCE AT AMKOR
TECHNOLOGY MALAYSIA SDN. BHD.

Prepare for:
PUAN NOR FARHANA MOHD AZMI

Prepared by:
SITI HAJAR BINTI MOHD ZUKI
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)

UNIVERSITI TEKNOLOGI MARA (UiTM)
FACULTY OF BUSINESS MANAGEMENT

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ABSTRACT

The main objective for this research is to study the relationship between intrinsic and extrinsic rewards towards employee performance at Amkor Technology Malaysia. There are three research objectives of this study that are to investigate the relationship between intrinsic rewards towards employee performance, to identify the relationship between extrinsic rewards towards employee performance and to determine which category of motivation (intrinsic and extrinsic rewards) contributes more on employee performance at Amkor Technology Malaysia. The scope of this study was limited to only the staff at Amkor Technology Malaysia. The size of population was 45 and according theory Sekaran (2003), the appropriate size of respondent for this study was 40. 40 questionnaires were distributed to the respondents and all questionnaires were returned back to the researcher. Stratified sampling technique was used in this study and only focus to support staff (category B,C,D). The research concluded that the employees at Amkor Technology Malaysia would be motivated if they were rewarded with intrinsic and extrinsic rewards. As intrinsic rewards tend to better motivate the employee, so some recommendations have been highlighted namely, organization has to increase salary and fulfills the employees need and wants. Meanwhile, for future research it s recommended to study the relationship between intrinsic and extrinsic rewards towards employee performance 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.