

**FACTORS ASSOCIATED WITH THE COMPENSATION
DECISION IN FOREIGN INVESTED
ENTERPRISES (FINs) IN CHINA**

GENG NA

**PERPUSTAKAAN
UNIVERSITI MALAYSIA SABAH**

**Dissertation Submitted in Partial for the Degree of
Master of Human Capital Management (MHCM)**

**SEKOLAH PERNIAGAAN DAN EKONOMI
UNIVERSITI MALAYSIA SABAH**

2008



UMS
UNIVERSITI MALAYSIA SABAH

ABSTRACT

Employee compensation is very important for an organization's development. The objective of this research is to find out which factors will influence employee compensation, and examine the main compensation components and compensation system in foreign invested enterprises in China. The literature review provides plenty of studies about this area which have done by some researchers. The respondents were based on a sample population. The questionnaires were constructed out of extensive literature review. And the hypotheses were tested by using SPSS program of reliability analysis, descriptive analysis and multiple regression. This research discovered that employee performance, job position, education and working experience have a positive significant impact on employee compensation, gender has a significant impact, and employee loyalty still have an impact on employee compensation but not significant.