

**RELATIONSHIP BETWEEN ORGANIZATIONAL REWARDS  
SATISFACTIONS AND WORK PERFORMANCE**

**RELATIONSHIP BETWEEN ORGANIZATIONAL REWARDS  
SATISFACTIONS AND WORK PERFORMANCE**

**by**

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**A thesis submitted to College of Business in partial fulfillment of the requirements  
for the degree Master of Human Resource Management,  
Universiti Utara Malaysia**

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## **Abstract**

While performing their duties in an organization, an employee performance can be viewed through the provision of rewards, benefits, pay levels and pay for their administration. It was called work performance. The inquiry based on part-time students to master, in relation to the satisfaction of reward, it has 4 items, which pay level, benefit satisfaction has roughly three main items, namely training, health and rights, then there also raise satisfaction and salary administration. It is because; this research title is aimed to determine the Relationship between reward satisfaction and work performance.

The objective of this study are; to examine relationship between pay level and work performance, to examine relationship between benefits and work performance, to examine relationship between raise satisfaction and work performance and to examine relationship between salary administrative and work performance.

A total of 138 questionnaires were distributed to 138 part time postgraduate students at UUM Campus KL and UUM Campus Sintok, Kedah by e-mail and only 116 questionnaires were returned for analysis. Data were analyzed using both descriptive and inferential statistical analysis to interpret data.

Research findings revealed there was work performance existing among the respondents. Significant values for each element in independent variable which the

item of reward such as pay level, benefit, raise and structure. The higher significant value of independent variables are work performance and item benefits,  $0.152 > 0.05$ . It does can refer from the Heneman and Schwab (1985) which are studied about the pay level, benefit, raise satisfaction and salary administrative. For the individual's pay level also play an important role in individual work performance and more substantial evidence which are reference for various pay and benefit combinations that are as a function of personal characteristic of employees. There are including with the four dimensions of reward satisfaction; level, benefit, raise and structure (Heneman & Schwab, 1985).

## **Abstrak**

Semasa melakukan mereka dalam sebuah organisasi, prestasi pekerja dapat dilihat melalui pemberian penghargaan, keuntungan, membayar kadar dan membayar untuk pentadbiran mereka. Itu disebut prestasi. Penyelidikan ini berdasarkan kepada mahasiswa separuh waktu pascasiswazah, sehubungan dengan kepuasan ganjaran, ianya mempunyai 4 item, yang membayar peringkat, kepuasan manfaat memiliki sekitar tiga item utama, iaitu latihan, kesihatan dan hak pekerja, kemudian ada juga meningkatkan kepuasan dan gaji pentadbiran. Hal ini kerana; tajuk kajian ini bertujuan untuk mengetahui Hubungan antara kepuasan ganjaran dan prestasi kerja.

Tujuan kajian ini adalah; untuk menguji hubungan antara tahap gaji dan prestasi kerja, untuk menguji hubungan antara keuntungan dan prestasi kerja, untuk meneliti hubungan antara kepuasan meningkatkan dan prestasi kerja dan untuk menguji hubungan antara prestasi gaji pentadbiran dan bekerja

Sebanyak 138 borang soal selidik diedarkan kepada 138 pelajar separuh masa pascasiswazah di Kampus UUM KL dan sintok Kampus UUM, Kedah melalui e-mail dan hanya 116 borang soal selidik sahaja kembali untuk analisis. Data dianalisis menggunakan kedua-dua analisis statistik deskriptif dan inferensial untuk menginterpretasikan data.

Penemuan kajian mendedahkan ada prestasi yang ada di antara responden. nilai yang signifikan untuk setiap elemen dalam pembolehubah bebas yang terdiri daripada membayar peringkat, kepuasan manfaat memiliki sekitar tiga item utama, iaitu latihan, kesihatan dan hak pekerja, kemudian ada juga meningkatkan kepuasan dan gaji pentadbiran. Nilai signifikan yang tertinggi adalah bagi prestasi kerja dengan faedah yang diterima iaitu sebanyak  $0.152 > 0.05$ .item memberikan kesan pada prestasi bekerja sebagai keutuhan. Ini boleh melihat dari Heneman & Schwab (1985) yang mempelajari tentang tahap upah, faedah, meningkatkan kepuasan dan gaji pentadbiran. Untuk tahap membayar pekerja juga memainkan peranan yang penting secara individu lebih bukti substansial, sebagai rujukan untuk membayar pelbagai dan kombinasi manfaat yang diperolehi sebagai fungsi dari ciri-ciri peribadi para pekerja. Ada termasuk dengan empat dimensi kepuasan ganjaran, iaitu kadar, faedah, meningkatkan dan struktur.



## **ACKNOWLEDGEMENT**

"Syukur Alhamdulillah" for the blessing and the strength that Allah has given me while working on this research.

My deepest gratitude and sincere thanks to Dr. Faizuniah binti Pangil, who had agreed to be my supervisor and adviser. Her knowledge and guidance have greatly helped me at all steps in the process of preparing and submitting this research paper.

I'm obliged to record my sincere appreciation and thankfulness to my parents Mr. Ahmad Mokhtar bin Jamaludin and Mrs. Rotipah binti Omar and family whom had granted me with support and encouragement throughout the process of completing this research paper.

Last but not least, my sincere thank to the many friends who provide support and advice me, and who are participating in the process of preparing this paper and give me a support from start until finish.

Finally, I'm grateful to all who had either directly or indirectly been very supportive and helpful in making this research a success.

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# CHAPTER 1

## INTRODUCTION

### 1.2 Introduction

Organizations today are very concerned about the performance of their employees. This is because the performance of the employees will directly affect the performance of the organizations. In essence, if the performance of a majority of the employees is low, this would inevitably lead to low organizational performance, and vice versa.

However, from the perspective of the employees, work performance is also important to them because there is a constant need among them to upgrade their standard of living or more specifically increase their income. As human, improving the quality of life is a must for most people, and therefore they will actively seek employment at organizations that provides higher salary, incentives and benefits, or in other words organizational rewards. This situation poses complication to the top managers and also the working environment because rewards are like a two-edge sword. Although reward generally has a good impact on the individual performance (Billikop, 2006), it also is known to negatively affect performance (Amiable, 1982). In short, though rewards are important for employee work performance, not much is known on the relationship between these two variables.



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