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**REWARD AND COMPENSATION SYSTEM ON EMPLOYEE  
PERFORMANCE DURING PANDEMIC COVID-19**

**By**

**NOR AISHAH BINTI ABDULLAH ZAM ZAM**



**Project Paper Submitted to  
Tunku Puteri Intan Safinaz School of Accountancy,  
Universiti Utara Malaysia,  
In Partial Fulfilment of the Requirement for the Master of Sciences  
(International Accounting)**

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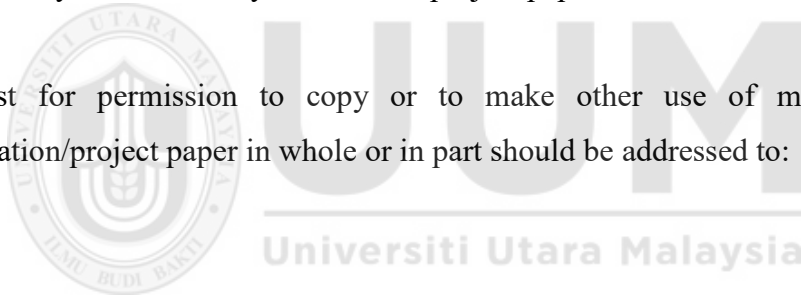
**WAN NORHAYATI WAN AHMAD, PhD**  
Senior Lecturer  
Tunku Puteri Intan Safinaz  
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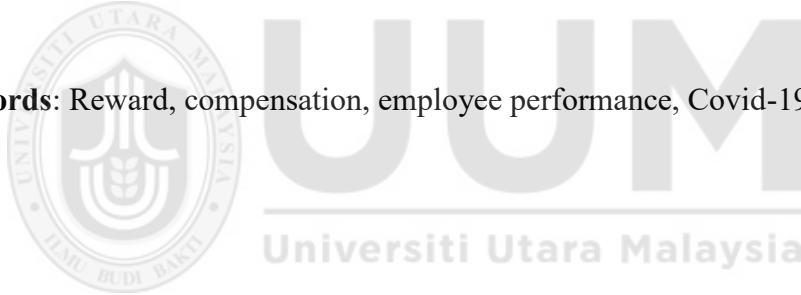
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## ABSTRACT

An employee is an organization's most asset. This is because employees' decisions or conduct will affect the organization's success or failure. The firm's management should motivate employees by providing them with the best possible compensation to assure their optimum performance. The purpose of this study was to examine the impact of reward and compensation on employee performance during pandemic Covid-19. A survey was distributed through online questionnaire focuses on employee in Negeri Sembilan especially in Kuala Pilah, Rembau and Bahau. A total of 157 data was collected and used for analyses purpose using linear regression. The findings of this study indicate reward has significant positive influence on employee performance during pandemic Covid-19 by using regression of coefficient ( $\beta = 0.315, p > 0$ ) However, compensation shows insignificant result in current study ( $\beta = -0.061, p > 0$ ). The implication, limitation and recommendations for future studies were further discussed.

**Keywords:** Reward, compensation, employee performance, Covid-19



## ABSTRAK

Pekerja adalah aset penting untuk organisasi. Ini disebabkan keputusan dan kelakuan pekerja mempengaruhi kejayaan atau kegagalan sesebuah organisasi. Pihak pengurusan harus memotivasikan pekerja dengan memberikan pampasan yang terbaik bagi mastikan prestasi yang diberikan seperti yang dikehendaki. Tujuan utama kajian ini adalah untuk mengkaji kesan ganjaran and gaji terhadap prestasi pekerja semasa pandemic Covid-19. Berdasarkan tinjauan yang dijalankan sebanyak 157 soal selidik berjaya dikumpul secara atas talian dimana ianya tertumpu di Negeri Sembila terutama di Kuala Pilah, Rembau dan Bahau. Kajian ini juga menggunakan regresi linear. Penemuan kajian ini menunjukkan ganjaran mempunyai pengaruh positif yang signifikan terhadap prestasi pekerja ( $\beta = 0.315, p > 0$ ). Walau bagaimanapun, gaji menunjukkan hasil yang tidak signifikan dalam kajian semasa ( $\beta = -0.061, p > 0$ ). Implikasi, batasan dan cadangan untuk kajian masa depan dibincangkan lebih lanjut.

**Kata kunci:** Pampasan, gaji, prestasi pekerja, Covid-19



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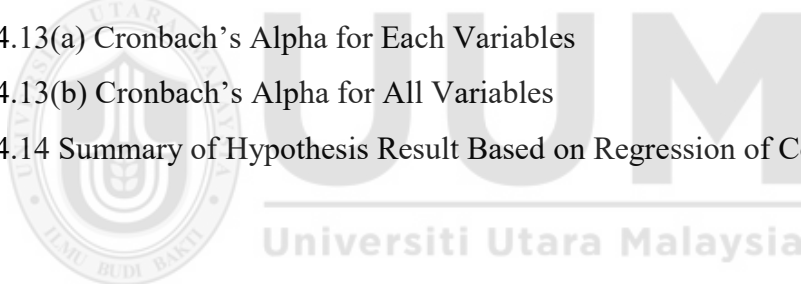
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# CHAPTER 1

## INTRODUCTION

### 1.1 Introduction

This chapter will discuss the study's context, problem statement, research objectives, research questions, and the study's scope, significance, and the impact of reward and compensation on employee performance during a pandemic Covid-19.

### 1.2 Background of Study

Employees are a company's greatest asset, as we all know. This is because the decisions and actions of employees will determine the success or failure of the organisation. The management of the company should incentivize employees by offering them the highest feasible salary to ensure their optimal performance. In a nutshell, an organization's employees are its most significant resource. In management of human resources, the compensation and reward system highlights an essential aspect of the employment relationship. The success or failure of the company is largely dependent on its people. Staff must be inspired, attracted, and retained in order to be effective, receive well-performed jobs, or achieve the company's goals. According to academics and working professionals, employee performance impacts manufacturing capacity and provision of services. The production capacity is generally regarded to become its advantage and one of its evolutionary strategies in a competitive situation.

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## APPENDIX



Othman Yeop Abdullah  
Graduate School of Business

Universiti Utara Malaysia

## REWARD AND COMPENSATION SYSTEM ON EMPLOYEE PERFORMANCE DURING PANDEMIC COVID-19

### APPENDICES

**Dear Respondent,**

I am a Master Student at Othman Yeop Abdullah Graduate School of Business, Universiti Utara Malaysia. I am conducting a research for the purpose of academic exercise and part of the requirement for the award of Master of Science (International Accounting).

My research aim to study about the impact of reward and compensation system on employee performance during pandemic covid-19. This questionnaire is aim at obtaining your valuable opinion. Your response will be anonymous and respondent taking part in the research will not be identified.

This questionnaire will take about 5 to 10 minutes. I greatly appreciate for your participation in the study.

Thank you for your corporation and involvement in the survey.

**Researcher,**

Nor Aishah Binti Abdullah Zam Zam

Matrix No: 827708

Master of Science (International Accounting)

Tel No: 012-3615315

Email: aishahaz178@gmail.com

### Section A

Please (/) in the blank

#### Gender

Male

Female

#### Age

20 – 30 years

31 – 40 years

41 – 50 years

51 and above



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#### Education

SPM/Sijil

Diploma

Bachelor

Master and above

#### Years of experience

0-5 years

5-10 years

10-15 years

15 years and above

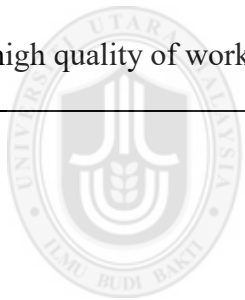
## Section B

Please state the level of agreement for each of the following statements according to the following scale.

Indicator: (1) Strongly Disagree, (2) Disagree, (3) Neutral, (4) Agree and (5) Strongly Agree

		1
<b>Reward and Compensation</b>		
	My salary is equivalent to the work I do	
	My salary is above the average employee in a similar company	
	I receive other income that is separate from salary	
	Promotion and pay increases are based on achieving documented performance objectives	
	The company pays enough salary and benefits to motivate employees	
	Performance appraisals are based on objectives and quantifiable results	
	I work more when I know that there is a cash reward for exceeding work target	
<b>Employee Performance</b>		
	My performance is better than my colleagues with the same qualifications	
	I am satisfied with my performance because most of it is very good	
	My performance is better than employee in other	

	companies who have same qualifications as me	
	The organization has provided me with training and development requirement with employer	
	Managers allow generally enough time for the completion of projects so that employee can do good quality work with limited stress	
	I deal confidently and efficiently with top management and colleagues	
	I demonstrate necessary knowledge and skills to perform the job effectively	
	I volunteer to complete extra tasks and produce high quality of work	



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