

**LINKING COMPENSATION WITH EMPLOYEE
INDIVIDUAL PERFORMANCE IN PRIVATE HIGHER
LEARNING INSTITUTIONS IN KOTA KINABALU**

DAYANG NURHAYATI BINTI ABANG AHMAD



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**SCHOOL OF BUSINESS & ECONOMICS
UNIVERSITI MALAYSIA SABAH
2007**

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Dissertation submitted in partial fulfillment of the
requirement for the degree of Master of Human
Capital Management (MHCM)

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ABSTRACT

The purpose of this study is to examine the relationship between compensation system with employees' individual performance by measuring the employees' satisfaction towards the pay policy and employee benefits in private higher learning institutions (PHLI) around Kota Kinabalu. To carry out this study, about 200 employees from different level (managerial and non-managerial) and background selected based on random sampling method. A two-part questionnaire (Set A and Set B) developed and distributed in this research comprising required data such as the employee background, the employee performance and employee satisfaction towards the pay policy and employee benefits. The findings of this study show beyond doubt the significant relationship between compensation and employee performance. The results indicate the pay policy and employee benefits plan does have influence to the employee's individual performance in PHLI. The finding of this study will be use of to PHLI to improve work quality and standard, organizational performance and human resources strategy; which will help them to survive over their competitors in this dynamic and volatile industry.



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ABSTRAK

Kajian mengenai hubungkait strategi pampasan dengan prestasi pekerja di pusat pengajian tinggi swasta Kota Kinabalu, Sabah

Tujuan kajian ini dijalankan adalah untuk mendedahkan umum tentang konsep asas, teori dan model dalam pengurusan sumber manusia di dalam organisasi. Tumpuan utama akan membincangkan mengenai pelbagai peranan strategik yang dimainkan oleh sumber manusia dalam keseluruhan pengurusan sesebuah organisasi perniagaan. Secara terperinci, kajian ini secara keseluruhannya adalah mengenai pentadbiran pampasan terhadap pekerja dan mengkaji hubungkait antara strategi pampasan dengan prestasi pekerja yang dijalankan di pusat pengajian tinggi swasta di sekitar bandar Kota Kinabalu, Sabah. Perbincangan dalam kajian ini akan tertumpu kepada kepuasan pekerja, strategi pampasan yang merangkumi aspek gaji, insentif and kemudahan serta penilaian prestasi pekerja secara individual. Hasil dari kajian ini digunakan untuk meningkatkan prestasi organisasi melalui strategi pampasan dalam pengurusan sumber manusia di dalam dalam perhubungan industri ke arah mencapai objektif organisasi.



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