

**THE INFLUENCE OF REWARD AND LEADERSHIP
STYLE ON THE EXTRINSIC MOTIVATION AMONG
ROYAL MALAYSIAN POLICE OFFICERS**

By

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**Dissertation submitted to
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Master in Human Resource Management**

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ABSTRACT

Most organizations are experiencing the challenges of understanding the factor that have significant and positive relationship on employees' motivation. The aim of this research was determine the relationship between reward, leadership style and extrinsic motivation among the 226 police personnel in IPD Kulim, Kedah. A questionnaire survey based on random sampling method was used to collect the data and data analysis was done using Pearson correlations and linear regression techniques to identify the relationship and test the hypothesis. The findings of this study indicate, that there is a significant and positive relationship between reward, leadership style and extrinsic motivation.

Keywords: Extrinsic Motivation, Reward and Leadership Style

ABSTRAK

Kebanyakan organisasi mengalami cabaran dalam memahami faktor yang mempunyai hubungan yang signifikan dan positif terhadap motivasi pekerja. Tujuan kajian ini dilakukan adalah untuk mengenal pasti hubungan di antara ganjaran dan gaya kepimpinan terhadap ekstrinsik motivasi di kalangan 226 anggota polis di Ibu Pejabat Polis Daerah Kulim, Kedah. Kajian ini menggunakan tinjauan soal selidik berdasarkan kaedah persampelan secara rawak untuk mengumpul data dan analisis data telah dilakukan dengan menggunakan teknik korelasi dan regresi untuk mengenal pasti hubungan dan menguji hipotesis. Hasil kajian telah menunjukkan bahawa terdapat hubungan yang signifikan dan positif antara ganjaran dan gaya kepimpinan terhadap motivasi..

Kata Kunci: Ekstrinsik Motivasi, ganjaran dan gaya Kepimpinan

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List of Abbreviations

RMP	Royal Malaysia Police
IPD	Ibu Pejabat Daerah
APC	Anugerah Perkhidmatan Cemerlang
SPSS	Statistical Package for Social Science
OCPD	Officer Chief Police District

CHAPTER ONE

INTRODUCTION

1.1 Introduction

This chapter explains the environment of the Royal Malaysian Police (RMP) and the importance of extrinsic motivation among the police personnel in achieving the future plans of the Ministry of Home Affairs. Following that, this chapter also explains the problem statements of the study, research questions, and research objectives also the organizations of the chapters.

1.2 Background of the Study

The Royal Malaysian Police is one of the key pillars in national security to ensure the Country is safe and secure. Malaysian police are not only work to ensure a safe and peaceful country, but also to reduce the crime rates in the country regardless of age, race and religion to improve public safety in Malaysia. As police personnel, they need motivation to increase inner power and psychological energy that could affect the fuels behavior.

Obviously, it is important to enhance and ensure motivation in each and every member of the police is at the higher level so that they are always eager to work. This is because the duties of a police are very heavy and they place themselves in danger by having to resolve issues related to crime and much more issues and their job is one of the most challenging professions (Crank, 2004).

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