

## TABLE OF CONTENTS

<i>AUTHORIZATION</i> .....	<i>iii</i>
<i>STATEMENT OF AUTHENTICITY OF WRITTEN THESIS</i> .....	<i>iv</i>
<i>ACKNOWLEDGMENT</i> .....	<i>v</i>
<i>TABLE OF CONTENTS</i> .....	<i>vi</i>
<i>LIST OF TABLES</i> .....	<i>viii</i>
<i>LIST OF FIGURE</i> .....	<i>ix</i>
<i>ABSTRACT</i> .....	<i>x</i>
<i>ABSTRAK</i> .....	<i>xi</i>
<i>CHAPTER I INTRODUCTION</i> .....	<i>1</i>
1.1 Background of the Study .....	<i>1</i>
1.2 Research Questions and Objectives of the Study .....	<i>2</i>
1.3 Dissertation Structure .....	<i>3</i>
<i>CHAPTER II LITERATURE REVIEW</i> .....	<i>4</i>
2.1 Performance-Related Pay .....	<i>4</i>
2.2 Employee Motivation and Effort Theories .....	<i>6</i>
2.2.1 Definition and Process of Motivation .....	<i>6</i>
2.2.2 Source and Type of Motivation .....	<i>7</i>
2.3 Motivation Theories .....	<i>9</i>
2.3.1 Content (Needs) Theory .....	<i>9</i>
2.3.2 Instrumentality Theory .....	<i>11</i>
2.3.3 Process Theories .....	<i>12</i>
2.4 Agency Theory .....	<i>12</i>
2.5 Expectancy Theory .....	<i>14</i>
2.6 Previous Studies .....	<i>14</i>
<i>CHAPTER III RESEARCH METHODOLOGY</i> .....	<i>18</i>
3.1 Research Philosophy and Research Design .....	<i>18</i>
3.2 Hypothesis Formulation .....	<i>18</i>
3.3 Data Collection Method .....	<i>19</i>
3.4 Pilot Testing .....	<i>19</i>
3.5 Population and Sample Size .....	<i>20</i>
3.6 Questionnaire Design .....	<i>21</i>
3.7 Data Collection .....	<i>22</i>

3.8 Ethical Considerations .....	23
3.9 Validity Testing .....	24
3.10 Reliability Testing .....	24
3.11 Data Analysis .....	25
<i>CHAPTER IV FINDINGS AND DISCUSSION</i> .....	29
4.1 Findings .....	29
4.2 Discussion .....	41
<i>CHAPTER V CONCLUSION</i> .....	44
5.1 Conclusion .....	44
5.2 Limitation .....	45
5.3 Suggestion for Future Research .....	46
5.4 Recommendation and Implementation Plan .....	46
REFERENCES .....	49
APPENDIX A QUESTIONNAIRE DRAFT .....	56
APPENDIX B DISTRIBUTED QUESTIONNAIRE .....	64
APPENDIX C VALIDITY TESTING RESULT .....	71