INTRODUCTION

The 21st century is a new era of great globalization and great competency among organisations. Due to incompetence, organisations that cannot adapt to changes have been forced to halt operations (Latif, Sumaira, Sadidiqui & Yousuf, 2014). In order to survive, organisations should remain competitive and innovative and make changes where necessary. Latif et al. (2014), stated that in order to stay competitive, organisations have made changes to the employee reward system. Besides financial rewards, company must also consider the non-financial benefits that can be rewarded to their employees.

Generally, compensation is all form of financial returns and benefits for employees hard work. Based on Milkovich,