

## CONTENTS

ABSTRACT.....	i
ABSTRACT-CHINESE.....	ii
ACKNOWLEDGEMENTS.....	iii
1.INRODUCTION.....	1
2.LITERATURE REVIEW.....	3
2.1 Introduction.....	3
2.2 Historical context of pay and performance.....	3
2.2.1 The relationship between pay and performance.....	3
2.2.2 Piece rate pay and time-based pay.....	3
2.3 Whether piece rate is fair.....	4
2.4 The effects of piece rate pay on the relationship between the speed and the quality of producing.....	4
2.4.1 Equity theory and the relationship between production speed and work quality under piece rate pay.....	5
2.5 Piece rate pay and commitment.....	6
2.5.1 Whether piece rate pay affects employees' job satisfaction.....	6
2.5.2 Whether piece rate pay affect commitment.....	7
2.5.3 Commitment and performance.....	8
2.6 Conclusion.....	9
3.METHODOLOGY.....	9
3.1 Research Philosophy.....	9
3.2 Research Theory.....	10
3.3 Research strategy.....	10
3.4 Research Methods.....	10
3.5 Research Authenticity.....	10
3.6 Samples.....	11
3.7 Research Tools.....	12
3.8 Ethical Issues.....	12
3.9 Method of Data Analysis.....	13
3.10 Conclusion.....	13
4.RESULTS.....	13
4.1 Introduction.....	13
4.2 Whether employees think pay by piece rate is fair compared with time rate.....	14
4.2.1 The differences between time rate and piece rate.....	14
4.2.2 Comparing the ratio of employee's inputs to their outcomes with people.....	15
4.2.3 Does pay for piece rate work for employees?.....	16
4.3 The impacts of piece rate pay on the relationship between work quality and production speed.....	18
4.3.1 The effects of piece rate pay on employee's production speed.....	18
4.3.2 The effects of piece rate pay on employee's work quality.....	19
4.3.3 How to balance production speed and work quality.....	20
4.4 Whether piece rate pay could enhance employees' commitment.....	21
4.4.1 Does pay for piece rate affect employees' commitment to the company?.....	21
4.4.2 Does pay for piece rate affect your satisfaction with your job?.....	23
4.5 Conclusion.....	24
5.DISCUSSION.....	24

5.1 Introduction.....	24
5.2 Compared to time-based pay whether employees perceive pay by piece rate is fair..	24
5.2.1 The differences between time rate and piece rate.....	25
5.2.2 Comparing the ratio of employee’s inputs to their outcomes with people.....	25
5.2.3 Does pay for piece rate work for employees?.....	25
5.3 The impacts of piece rate pay on the relationship between work quality and production speed.....	26
5.3.1 The effects of piece rate pay on employee’s production speed.....	26
5.3.2 The effects of piece rate pay on employee’s work quality.....	27
5.3.3 How to balance production speed and work quality.....	27
5.4 Whether piece rate pay could enhance employees’ commitment.....	27
5.4.1 Does pay for piece rate affect employees’ commitment to the company?.....	27
5.4.2 Does pay for piece rate affect your satisfaction with your job?.....	28
5.5 Conclusion.....	28
6.CONCLUSION AND REFLECTIONS.....	29
6.1 Summary of findings.....	29
6.1.1 Whether being paid for piecework is fair.....	29
6.2 The relationship between work quality and production speed under piece rate payment system.....	29
6.3 Whether pay by piece rate can enhance employees’ commitment to the company....	30
6.4 Strengths and weakness of this research.....	30
6.5 Reflections.....	31
6.6 Recommendations.....	31
REFERENCES.....	32
Appendix 1.....	35
Appendix 2.....	36
Appendix 3.....	38
Appendix 4.....	39
Appendix 5.....	40
Appendix 6.....	43
Appendix 7.....	44