



**THE DETERMINANTS OF JOB SATISFACTION AMONG POLICE FORCES IN IBU
PEJABAT POLIS DAERAH (IPD) MERSING**

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WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TECHNOLOGY MARA
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DECLARATION OF ORIGINAL WORK



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“DECLARATION OF ORIGINAL WORK”**

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Hereby, declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of our independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature:

1. _____ 2. _____

Date: _____

LETTER OF TRANSMITTAL

1 July 2015
Miss Rozana Binti Othman
Lecturer of Industrial Training Project Paper
Universiti Teknologi Mara Melaka
Jalan Hang Tuah
73500 Melaka.

Dear Miss Rozana,

Report on Determinants of Job Satisfaction among Police Forces at Ibu Pejabat Polis Daerah (IPD) Mersing. On 13 March 2015 you authorized us to undertake an investigation in identifying the factors on job performance of workers at UiTM Melaka and to submit our report to you on June 2015.

From the research, we have come out with three independent variables which are salary and fringe benefit, relationship with coworkers and also nature of work. The dependent variable also is clarified which is job satisfaction of the police forces. Thus, we want to draw up the relationship between the independent variables and dependent variable.

We hereby submit the report and hope that you will find everything satisfactory. Hopefully our report met your satisfaction and everything is following the procedures as requested.

Yours sincerely,

Khairunisa Binti Ghazali @ Sulaiman.

Nurul Aniqah Binti Madun.

ABSTRACT

Job satisfaction is one of the methods used to establish and maintain a healthy organizational structure. It has been frequently investigated in studies that deal with organizational strategies because of its potential impact of work attitudes such as job performance, productivity and organizational commitment. Although researchers have identified many factors that relate to job satisfaction, the majority of these factors can be grouped into a category which is environmental factors. Many researcher argue that the work environment is a better predictor of job satisfaction. The purpose of this study is to examine the relationship between environmental factors and job satisfaction among police forces in Ibu Pejabat Polis Daerah (IPD) Mersing. Therefore this study could make important contribution to extant research in management and organizational behavior. In the beginning of this study, the purpose, research question, and the need for the study is given. Then, literature is discussed about job satisfaction and environmental factors that focusing on the relationship between them. The study generated 76 response rate from 92 respondents. The results showed that a salary and fringe benefits, and relationship with co-workers was found to have significant positive relationship with job satisfaction.

Key words: Salary and Fringe Benefits, Relationship with Co-workers, Nature of Work, Job Satisfaction.

TABLE OF CONTENT	PAGE
Inside Title Page	i
Declaration of Original Work	ii
Letter of Transmittal	iii
Acknowledgement	iv
Table of Content	v
List of Figures	viii
List of Tables	ix
Abstract	x
CHAPTER 1 INTRODUCTION	
1.0 Introduction	1
1.1 Background of Study	1
1.2 Background of Company	3
1.3 Problem Statement	3
1.4 Research Objectives	5
1.5 Research Questions	5
1.6 Scope of Study	5
1.7 Significance of Study	6
1.8 Definition of Terms	7
1.9 Conclusion	8
CHAPTER 2 LITERATURE REVIEW	
2.0 Introduction	9
2.1 Job Satisfaction	9
2.1.1 Factors Affecting Job Satisfaction	10
2.1.2 Consequences of Job Satisfaction	12
2.2 Salary and Fringe Benefits	14
2.2.1 Factors Affecting Salary and Fringe Benefits	15
2.2.2 Consequences of Salary and Fringe Benefits	16
2.3 Relationship with Co-workers	17
2.3.1 Factors Affecting Relationship with Co-workers	18