



**A STUDY ON FACTORS INFLUENCING JOB SATISFACTION
AMONG EMPLOYEES OF PHARMANIAGA GROUP, BUKIT RAJA**

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**BACHELOR OF BUSINESS ADMINISTRATION (HONS)
HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

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“DECLARATION OF ORIGINAL WORK”

I, NURUL ASYIKEEN HARITH, (I/C Number: 870528-10-5652)

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 results of my independent work and investigation, except where otherwise stated
- All verbatim extracts have been distinguished by quotations marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: May 7, 2010

LETTER OF TRANSMITTAL

Date: May 7, 2010

The Project Advisor,
Puan Ridhawati Hj Zakaria,
Faculty of Business Management,
Universiti Teknologi Mara,
Kampus Bandaraya Melaka.

Dear Madam,

SUBMISSION OF PROJECT PAPER (HRM 662)

Attached is the project title “**A STUDY ON FACTORS INFLUENCING JOB SATISFACTION AMONG EMPLOYEES OF PHARMANIAGA GROUP, BUKIT RAJA**” , to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you,

Yours sincerely,

NURUL ASYIKEEN HARITH

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Bachelor of Business Administration (Hons) Human Resource Management

ABSTRACT

Nurul Asyikeen Harith

Puan Ridhawati Hj Zakaria

A Study on Factors Influencing Job Satisfaction Among Employees of

Pharmaniaga Group, Bukit Raja.

In present age of modern technology and growing transformation in organizational culture, job satisfaction has emerged to be very significant component of management strategies. Success of effective human resources strategies greatly rely upon how well employees are being treated in that organization. In short, job satisfaction is a pleasure that an employee draw from his job. The past researcher shows that there are many factors that influence employee's job satisfaction. Present research study revealed that there are five factors that could be the tools to retain employees which are pay, promotion, supervision, colleagues and the work itself. This study has been conducted within Pharmaniaga Group Bukit Raja and it involved 50 respondents in different departments. Results of the present study showed that the most influential factors that affects employee's job satisfaction is the relationship with colleagues. It also shows that colleagues have a positive relationship with employee's job satisfaction in Pharmaniaga Group, Bukit Raja. Recommendations for future research are also been discussed.

Keyword – Job Satisfaction, Colleagues, Pay, Promotion, Supervision, Work Itself

Paper type – Mode B

Company – Pharmaniaga Group, Bukit Raja

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