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UNIVERSITI  
TEKNOLOGI  
MARA

**FACTORS THAT CONTRIBUTE TOWARDS THE JOB  
SATISFACTION OF EMPLOYEES AT WORKPLACE:  
NEGERI ROADSTONE SDN.BHD.**

FACULTY OF BUSINESS MANAGEMENT

BBA (HONS) INTERNATIONAL BUSINESS

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**GROUP:**

(BM226)

**2013**

A STUDY ON FACTORS THAT CONTRIBUTE TOWARDS  
THE JOB SATISFACTION OF EMPLOYEES AT WORKPLACE:  
NEGERI ROADSTONE SDN.BHD.

NURUL ATIQAH BINTI ABDULLAH  
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SUBMITTED IN PARTIAL FULFILLMENT OF THE REQUIREMENT FOR THE  
BACHELOR OF BUSINESS ADMINISTRATION  
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FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
MALACCA CITY CAMPUS

2013



BACHELOR OF BUSINESS ADMINISTRATION (HONS) INTERNATIONAL BUSINESS  
FACULTY OF BUSINESS MANAGEMENT UITM MALACCA CITY CAMPUS

“DECLARATION OF WORK”

I Nurul Atiqah Binti Abdullah, (I/C Number : 900126-05-5140)

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 others degree.
- This project paper is the result of my independent work and investigation, except otherwise stated.
- All verbatim have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: \_\_\_\_\_

Date: \_\_\_\_\_

LETTER OF TRANSMITTAL

23<sup>rd</sup> June 2013

Nurul Atiqah Binti Abdullah(900126-05-5140)  
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June, 2013

The Project Advisor  
Puan Azlin Zanariah Binti Bahtar  
Universiti Teknologi Mara City Campus Malacca

Dear Madam,

**SUBMISSION OF PROJECT PAPER (BM226)**

Attached is the project paper title "A STUDY ON FACTORS THAT CONTRIBUTE TOWARDS THE JOB SATISFACTION OF NEGERI ROADSTONE SDN.BHD EMPLOYEES AT WORKPLACE" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara.

Thank You

**Yours Sincerely,**

Nurul Atiqah Binti Abdullah  
2011853566  
Bachelor of Business Administration (Hons) in Business International

## ABSTRACT

The most important element in an organization is about job satisfaction among the employees. It can be said that job satisfaction is the starting point in order to make sure the organization really success in their business. The organization may achieve their target in business but they will definitely face lots of problems if their workers feel unsatisfied with their job. As a result, the employees will create problems especially on the productivity, absenteeism, turnover rates as well as disciplinary problem.

Due to the element that important to the organization, the factors that contribute to the job satisfaction need to be finding. The purpose of this finding is to find the factors that contribute towards the job satisfaction of Negeri Roadstone Sdn. Bhd employees at the workplace. In this study of research, reward system, working environment and job security will be the independent variables while job satisfaction act as the dependent variable. This research is being conducted at Negeri Roadstone Sdn. Bhd Negeri Sembilan Darul Khusus. In completing this research, questionnaires have been distributed to the respondents. The respondents are the employees of the Negeri Roadstone Sdn. Bhd. and the scope of study involves 60 of respondents. The questionnaire is divided into several sections.

In order to get the result, the researcher has used SPSS program to analyze data from the information gathered. Furthermore, these studies using the primary and secondary data and the findings are interpreted using several methods of analysis. As conclusion, the most influential factor that affecting towards the job satisfaction of Negeri Roadstone Sdn. Bhd employees is Reward System factor. Recommendations for future research are also having been discussed.