

THE RELATIONSHIP BETWEEN WORK ENVIRONMENT
AND EMPLOYEES' JOB SATISFACTION AT MENARA TELEKOM MELAKA

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ABSTRACT

This research examined the relationship between work environment and employees' job satisfaction at Menara Telekom Melaka. The literature review had been discussed in detail about the dependent variable which was the job satisfaction, and the independent variables which were the relationship with co-workers, job security and work-life balance. The sample technique supplied on this study was stratified sampling. The total number of employees from 6 departments at Menara Telekom Melaka were 163 while the sample size was 113. The data of 113 respondents were collected using questionnaire which were adapted and adopted from previous study. The data were analysed using Statistically Package for Social Science (SPSS) Version 23 and the results showed positive and weak relationship between job security, relationship with co-workers, work-life balance and employees' job satisfaction at Menara Telekom Melaka. The result of correlation for independent variables showed job security (r value=0.333, p value=0.000), relationship with co-workers (r value=0.343, p value=0.000) and work-life balance (r value=0.273, p value=0.003) respectively. The study can be concluded with brief of outcome from the study as a weak and significant relationship of this three variables. For future research, it was recommended to use another work environment variables of work environment and employees' job performance at Menara Telekom Melaka.

Keywords: Work environment, Job security, Relationship with co-workers, Work-life balance, Job satisfaction

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