

THE RELATIONSHIP BETWEEN WORK ENVIRONMENT AND
EMPLOYEES' JOB SATISFACTION AT INSTITUT LATIHAN
PERINDUSTRIAN KUANTAN (ILP KUANTAN)

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ABSTRACT

This research examines the relationship between work environment and employees' job satisfaction at Institut Latihan Perindustrian Kuantan (ILP Kuantan). The main problem existed in their workplace were relationship with co-workers and lack of communication skill. Literature reviewed has details about job satisfaction, job security, relationship with co-workers and work-life balance. The data was collected using questionnaire from 112 respondents of five departments at ILP Kuantan and was identified using census technique. The data was analysed using Statistically Package for Social Science (SPSS) Version 23 and result showed a positive correlation exist between work environment and employees' job satisfaction at ILP Kuantan. There were a significant weak and positive relationship between job security and employees' job satisfaction ($p=0.000$, $r=0.399$). The relationship between co-workers and employees' job satisfaction showed a significant weak and positive relationship ($p=0.000$, $r=0.346$) and relationship between work-life balance and employees' job satisfaction was significant weak and positive ($p=0.000$, $r=0.384$). There were several limitation of the study and the researcher suggested for future research to include another work environment as independent variable as their study. It was recommend to conduct the study in the others industry

Keywords: Job Security, Relationship with Co-workers, Work-Life Balance, Job Satisfaction ii

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TABLE OF CONTENTS	Page
ABSTRACT	i
ACKNOWLEDGEMENT	ii
TABLE OF CONTENTS	iii
LIST OF TABLES	v
LIST OF FIGURESvi
CHAPTER 1	
INTRODUCTION	
Chapter Overview	1
Background of the study	1
Statement of the Problem	2
Research Objectives	5
Research Questions	5
Significance of the Study	5
Limitations of the Study.....	6
Definition of Terms.....	7
Chapter Summary	7
CHAPTER 2	
LITERATURE REVIEW	
Chapter Overview	9
Dependent Variable	
Job Satisfaction	9
Independent Variables	
Job Security	10
Relationship with Co-workers	11
Work-Life Balance.....	13
Conceptual Framework	14
Chapter Summary	15
CHAPTER 3	
METHODOLOGY	
Chapter Overview	16
Research Design.....	16
Sampling Frame	17
Population	17
Sampling Technique	17
Sample Size	18
Unit of Analysis	18
Data Collection Procedures	18
Instrument	19
Validity and Reliability of Instrument	20
Data Analysis	21
Frequency Analysis	21

Reliability Analysis	21
Normality Analysis	22
Correlation Analysis	22
Chapter Summary	24
CHAPTER 4	
FINDING	
Chapter Overview	25
Survey Return Rate	25
Data Cleaning	26
Demographic Profile Analysis	26
Reliability Test	30
Normality Test	31
Correlation Test	32
Testing Hypothesis.....	33
Chapter Summary	33
CHAPTER 5	
CONCLUSION AND RECOMMENDATIONS	
Chapter Overview	34
Conclusion	34
Recommendations	36
Job Security	36
Relationship with Co-workers	37
Work-Life Balance.....	37
Recommendations for Future Research	38
Chapter Summary	39
REFERENCES	
APPENDICES 46	
A Permission Letter	47
B Questionnaire	50
C Data Cleaning.....	60
D Demographic Profile	62
E Reliability Test	69
F Normality Test	71
G Correlation Test	74