

The background of the entire cover is an abstract, high-energy image. It features a blurred figure of a person, likely a runner, in motion. The figure is overlaid with vibrant, streaky light trails in shades of teal, blue, and orange, creating a sense of speed and dynamic movement. The overall composition is energetic and modern.

INTERNATIONAL GRADUATE COLLOQUIUM

i-SPEAK 2025^①

SPORTS AND PHYSICAL EXERCISE ASSEMBLY OF KNOWLEDGE SHARING

COLLOQUIUM PROCEEDINGS

EXTENDED ABSTRACT

EDITOR | ADAM LINOBY

RELATIONSHIP BETWEEN JOB SATISFACTION AND JOB PERFORMANCE AT AL-IKHSAN SPORTS IOI CITY MALL PUTRAJAYA

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Keywords: Job satisfaction, Job performance, Self-Determination Theory, Retail employees

I. INTRODUCTION

Job satisfaction and job performance are crucial for organizational success [1]. This study investigates major job satisfaction factors, evaluates job performance levels, and examines their relationship among employees at Al-Ikhsan Sports IOI City Mall, Putrajaya. Understanding this connection can help enhance employee motivation, productivity, and overall workplace efficiency [2]. Findings will provide insights for management to improve job satisfaction and performance.

II. METHODS

This quantitative, non-experimental study used a survey method to collect data from all employees at Al-Ikhsan Sports IOI City Mall ($n = 35$, $s = 32$, with a 20% buffer for non-responses). A structured questionnaire measured job satisfaction across key domains and job performance metrics. Descriptive and inferential statistics, including correlation and regression analysis, were employed to examine the relationship between job satisfaction and performance [3].

III. RESULTS AND DISCUSSION

A. Major Job Satisfaction Factors

Employees identified pay, promotion, nature of work, and supervision as key job satisfaction factors, with pay scoring highest (3.46). Surprisingly, promotion received a low mean score (2.91), highlighting dissatisfaction with career advancement. Supervision (2.94) also showed moderate satisfaction, indicating managerial improvements are needed.

B. Level of Job Performance

Job performance was moderate overall, with strengths in task prioritization (3.72) but weaknesses in creativity (3.03) and communication (2.78). Employees excelled in time management but struggled with open dialogue, suggesting a lack of psychological safety.

C. Relationship Between Job Satisfaction and Job Performance

No significant correlation was found between job satisfaction and job performance, contradicting existing research (Table 1). However, pay had the highest (though non-significant) influence ($\beta = 0.192$). Management should ensure competitive pay, improve promotion transparency,

enhance leadership training, and foster better communication to boost overall performance.

TABLE I
CORRELATION BETWEEN JOB SATISFACTION AND JOB PERFORMANCE

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.715	.754		3.600	.001
	IV_PAY	.101	.098	.192	1.028	.313
	IV_PRO	.044	.110	.075	.397	.695
	IV_N	-.062	.113	-.104	-.545	.590
	IV_SU	.069	.120	.110	.579	.567

D. General Discussion

In summary, the multiple regression analysis shows no statistical significant relationship between any of the independent variables Pay, Promotion, Nature of Work, or Supervision and dependent variable Job Performance. Such findings bring out the idea that when using available data, the selected independent variables may not determine variations in job Performance among respondents.

This might result in the existence of other factors beyond those studied here that influence Job Performance more than those in this study. Thus, future studies should consider the implementation of other variables to enable further research and maybe provide more explanations of the determinants of Job Performance in this environment.

IV. CONCLUSIONS

The multiple regression analysis found no statistically significant relationship between job satisfaction factors (Pay, Promotion, Nature of Work, and Supervision) and Job Performance. This suggests that other unexamined factors may play a more significant role.

ACKNOWLEDGMENT

I would like to express my heartfelt gratitude to my family for their unwavering support and my colleagues Mia and Syazwan for their encouragement and assistance throughout this research.

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