



FACTORS INFLUENCING JOB SATISFACTION  
AMONG EMPLOYEES IN SELIA SELENGGARA  
SELATAN SDN BHD

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BACHELOR OF BUSINESS ADMINISTRATION  
WITH HONOURS (INTERNATIONAL BUSINESS)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA CAWANGAN MELAKA  
KAMPUS BANDARAYA MELAKA

JULY 2018

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**SUBMITTED IN PARTIAL FULFILMENT OF THE  
REQUIREMENT FOR THE  
BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS  
(INTERNATIONAL BUSINESS)**

**FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA CAWANGAN MELAKA  
KAMPUS BANDARAYA MELAKA**

**JULY 2018**

**DECLARATION OF ORIGINAL WORK**



**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS  
(INTERNATIONAL BUSINESS)  
FACULTY OF BUSINESS MANAGEMENT  
UNIVERSITI TEKNOLOGI MARA  
“DECLARATION OF ORIGINAL WORK”**

1, Nur Izatty Azrin Binti Azman, (I/C Number: 951016045160)

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

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

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

**LETTER OF SUBMISSION**

**JULY 2018**

The Head of Department

Bachelor of Business Administration (Hons) International Business

Faculty of Business Management

Universiti Teknologi MARA

110 Off Jalan Hang Tuah

75300, Melaka

Dear Mr. Mohd. Isham Bin Abidin,

**SUBMISSION OF PROJECT PAPER (IBM672)**

Enclosed here is the project paper titled “**FACTORS INFLUENCING JOB SATISFACTION AMONG EMPLOYEES IN SELIA SELENGGARA SELATAN SDN BHD**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Taknologi MARA.

Thank you.

Yours sincerely,

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**NUR IZATTY AZRIN BINTI AZMAN**  
**2016645142**  
**Bachelor of Business Administration (Hons) International Business**

## **ABSTRACT**

The title of this research is “Factors Influencing Job Satisfaction Among Employees in Selia Selenggara Selatan Sdn. Bhd”. The main objective of this research is to examine the relationship between pay / salary, working conditions, reward system and training development towards job satisfaction in SSSSB. Four independent variables are identified, that influence job satisfaction, which are pay / salary, working conditions, reward system and training development. In order to complete the research, four hypothesis were constructed, focusing on the determining the influence of the independent variables towards dependent variables. A total of 117 employees had participated, from 195 total of employees, using probability sampling that is simple random sampling. This study used primary data collection namely questionnaire and secondary sources. The data obtained were analysed using SPSS to determine the reliability test, descriptive statistical test, Pearson Correlation coefficient, and regression testing. The finding shows that pay / salary, working conditions and reward system have positive and significantly influence job satisfaction. However, there is no relationship between training development towards job satisfaction. Thus, two hypothesis failed to reject and one hypothesis was not supported.