



**DETERMINANTS OF JOB SATISFACTION AMONG EMPLOYEES IN
TABUNG HAJI NEGERI SEMBILAN**

AZURA AZRIN BT AZMAN

(2016686252)

**BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS (HUMAN
RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA, KAMPUS BANDARAYA MELAKA**

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IN TABUNG HAJI NEGERI SEMBILAN**

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**Submitted in Partial Fulfilment of the Requirement for the
Bachelor of Business Administration with Honours (Human Resource
Management)**

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

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS)
HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA (UiTM)
KAMPUS BANDARAYA MELAKA**

“DECLARATION OF ORIGINAL WORK”

I, AZURA AZRIN BT AZMAN, (I/C Number: 950110065344),

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 other degrees.
- This thesis-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 : 8Th January 2019

Azura Azrin binti Azman

LETTER OF SUBMISSION

Head of Department
Faculty of Business Management
Universiti Teknologi MARA
110, Off Jalan Hang Tuah
75300 Melaka.

Dear Miss Nurul Ezaili binti Alias

SUBMISSION OF PROJECT PAPER (MGT 648)

Enclosed here is the project paper entitled “**Determinants of Employee Job Satisfaction Among Employee in Tabung Haji Negeri Sembilan**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA (UiTM).

Thank you.

Yours sincerely,

Azura Azrin Bt Azman
2016686252

ABSTRACT

Employee job satisfaction is one of the key goals of HR personnel. Therefore, it is important for the organization to increase the level of employee job satisfaction to achieve organization's goals and increase productivity. Lack of satisfaction may lead to low performance and decline the productivity of the organization. Malaysia is one of the country that have the best level of job satisfaction compared to other country. Thus, this study attempts to examine the determinants of employee job satisfaction in banking industry in government link company (GLC). This research is a quantitative research which had used past researcher questionnaire as the instrument for the collection of data. The study was conducted in all branches of Tabung Haji Negeri Sembilan which is 10 branches with a sample of 106 respondent. Sampling method used in this study is convenience sampling. The four dimensions of relationship in employee job satisfaction are considered in this study which salary, supervision, promotion and co-worker support. The data was analysed using Statistical Package for the Social Science (SPSS) software in order to find out correlation coefficient and regression. From the result of this study, it indicates that only from the variable salary, supervision, promotion and co-worker support only salary and co-worker support that may influence employee job satisfaction in Tabung Haji Negeri Sembilan. From the hypothesis, only two hypothesis were accepted and other two is rejected. The most significant factor that influence employee job satisfaction is co-worker support with significant value at 0.000 .

Keywords: Employee job satisfaction, salary, supervision, promotion, co-worker support