



اَوْبُوْرَسِيْتِي تِيكْنُوْلُوْجِي مَارَا  
UNIVERSITI  
TEKNOLOGI  
MARA

**FACTORS INFLUENCING JOB SATISFACTION AMONG  
EXPATRIATE WORKING IN JOHOR**

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**MALACCA CITY CAMPUS**

**JULY 2013**



**BACHELOR OF BUSINESS ADMINISTRATION (HONS)  
INTERNATIONAL BUSINESS  
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UNIVERSITY OF TECHNOLOGY MARA  
MALACCA CITY CAMPUS  
“DECLARATION OF ORIGINAL WORK”**

MUHAMAD FAHIMY IRSYADUDIN BIN SALEH (901206015725)  
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Hereby, declare that;

- This work has not previously been accepted in substance for any degree 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: \_\_\_\_\_

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

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

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

## **LETTER OF SUBMISSION**

2 July 2013

The Head of Program  
Bachelor of Business Administration with Honours (International Business)  
Faculty of Business Management  
Universiti Teknologi MARA  
110 Off Jalan Hang Tuah  
75300 Melaka

Dear Sir/Madam,

### **SUBMISSION OF PROJECT PAPER**

Attached is the project title “FACTORS INFLUENCING JOB SATISFACTION AMONG EXPATRIATE WORKING IN JOHOR” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you,

Yours sincerely,

Yours sincerely,

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MUHAMAD FAHIMY IRSYADUDIN  
BIN SALLEH

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## **ABSTRACT**

This research entitles “Factors Influencing Job Satisfaction among Expatriate Working in Johor”. Job satisfaction among expatriate slowly has become major concern issues by many organization because it will be one of determinants on work performance in an organization. Job satisfaction in more simple way can define as the extent to which people like (satisfaction) or dislike (dissatisfaction) towards their jobs. It shows that level of job satisfaction of one employee is general or global effective reaction when he holds his job.

Individual’s job satisfaction comes from how he or she feels is more important than fulfillment of his or her needs or not. Only they know level of job satisfaction among themselves and an organization should play its role to prepare and serve as much as it can to fulfill employees’ needs. Several determinants of job satisfaction that can consider by an organization such as organizational reward systems, power distribution, individual differences, self-esteem and locus of control. We decided to conduct this research in the area of Johor because it is one of the state that have potential to contribute more to growth and economic of Malaysia. The objective of this research is to find out the relationship of job satisfaction among expatriate working in Johor and its factors which are pay and promotion, organization aspect, supervisors, job and working condition and co-worker.

The respondents of this research are expatriates working in Johor. In order to complete the research and get feedback from respondent, 70 questionnaires were distributed in the area of Johor. All the findings of this research will show the relationship of each variable on job satisfaction.

Based on the findings of the research, it shows that Co-Workers Behavior strongly influence the Job Satisfaction among Expatriate in Johor. Therefore, the researcher has come out with several recommendations to help the expatriate achieved their Job Satisfaction in Malaysia especially in Johor state.