



UNIVERSITI TEKNOLOGI MARA NEGERI SABAH

JOB SATISFACTION AT THE SABAH YOUTH  
AND SPORT (FEDERAL) DEPARTMENT

FATIMAH BTE ABD RAHMAN  
2007244884

BACHELOR OF ADMINISTRATIVE SCIENCE (HONOUR)  
FACULTY OF ADMINISTRATIVE SCIENCE & POLICY  
STUDY

DECEMBER 2011

**TABLE OF CONTENTS****PAGES**

---

<b>Clearance for Submission of the Research by the Supervisor</b>	i
<b>The Declaration</b>	ii
<b>Declaration from Student</b>	iii
<b>Acknowledgement</b>	iv
<b>Abstract</b>	v
<b>List of Tables</b>	vi
<b>CHAPTER 1: INTRODUCTION</b>	
1.1 Introduction	1-3
1.2 Organizational Background (The Youth and Sport (Federal) Department	4
1.2.1 Features Each Division	5
1.2.1.2 Administrative Functions	5
1.2.1.3 Functions of Youth Development	5-6
1.2.1.4 Functions of Sports Development	6-7
1.2.1.5 Functions of Rakan Muda Development	7-8
1.2.1.6 Complex Functions of The Division of the Sabah Youth And Sports (Federal)	8-9
1.3 Problem Statement	9-10
1.4 Research Objectives	10
1.5 Scope of the Study	10
1.6 Significant of the Study	10-11
1.7 Definition of Terms / Concepts	11
1.7.1 Job Satisfaction	11-12
1.7.2 Employee/Staff	12
1.7.3 Motivation	12-13
1.7.4 Self-esteem	13
1.7.5 Organizational Commitment	13
<b>CHAPTER 2: LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK</b>	
2.1 Literature Review	14
2.1.1 Definition	14-15

**DECLARATION OF ORIGINAL WORK**

**BACHELOR OF ADMINISTRATIVE SCIENCE (HONOUR)  
FACULTY OF ADMINISTRATIVE SCIENCE & POLICY STUDY  
UNIVERSITI TEKNOLOGI MARA**

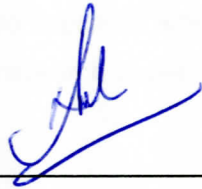
**'DECLARATION OF ORIGINAL WORK'**

I am **FATIMAH BTE ABD RAHMAN** (Mykad: **751015135790**)

Hereby, declare that,

- This work has not previously been accepted in substance for any degree, locally or overseas and is not being concurrently 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: 27<sup>th</sup> December 2011

## **ABSTRACT**

This study surveyed the job satisfaction at the Sabah Youth and Sport (Federal) Department, Kota Kinabalu. It aimed to determine the level of job satisfaction at the Sabah Youth and Sport (Federal) Department and it identified possible ways to increased and improved the job satisfaction at the Youth and Sport (Federal) Department. The respondents were 40 staff and officers from Management and Professional (Grade S41-S52), Support Group 1 (Grade N17-N26, Grade S17-S38) and Support Group 2 (Grade N16 and below). Data was collected by questionnaire and some interview to respondents. The questionnaire had asked about level of satisfaction with variable factors that associated to job satisfaction at the Sabah Youth and Sport (Federal) Department. Findings showed that staff and officer were satisfied with their job. All independent variables such as compensation, opportunities for growth, workplace environment and resources, teamwork, leadership and policy does not given any differences toward respondents in three group of post category and it is significantly associated with job satisfaction among staff and officer at the Sabah Youth and Sport (Federal) Department.

## LIST OF TABLES

Table 4.3.1	Case Processing Summary
Table 4.4.1	Respondents' Profile Frequency
Table 4.5.1	Respondents' Work Information Frequency
Table 4.6.1	Job Satisfaction Frequency
Table 4.7.1.1	Respondents' Overall Job Satisfaction
Table 4.9.1	Respondents' Post Category Rank over Compensation
Table 4.9.2	Respondents' Post Category Ranks over Opportunities for Growth
Table 4.9.3	Respondents' Post Category Ranks over Workplace Environment and Resources
Table 4.9.4	Respondents' Post Category Ranks over Teamwork
Table 4.9.5	Respondents' Post Category Ranks over Leadership
Table 4.9.6	Respondents' Post Category Ranks over Policy