



**THE STUDY OF THE ASSOCIATION BETWEEN THE JOB
SATISFACTION AND MOTIVATION AMONG THE
EMPLOYEES AT FELDA ENGINEERING SERVICES
SDN. BHD.**

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LETTER OF TRANSMITTAL

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Dear Prof,

RE : SUBMISSION OF APPLIED RESEARCH PROJECT PAPER

Enclosed here is my project paper as *entitled "A study on the association between the job satisfaction and motivation among employees of the FELDA Engineering Services Sdn. Bhd. (FESSB)"*.

With the submission of this project paper, I hope that it will meet the requirement and expectation of the course.

I would like to express my gratitude and thanks for all the guidance and assistance in completing of this project paper.

Wassalam.

Yours faithfully,

KHAIRATUL LIZA BINTI ARSHAD
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ABSTRACT

The movement of workers to act in a desired manner has always consumed the thoughts of managers. In many ways, this goal has been reached through incentive programs, corporate pep talks, and other types of conditional administrative policy, however, as the workers adjust their behaviour in response to one of the aforementioned stimuli, is job satisfaction actualized? The instilling of satisfaction within workers is a crucial task of management. Satisfaction creates confidence, loyalty and ultimately improved quality in the output of the employed. Satisfaction, though, is not the simple result of an incentive program. Employees will most likely not take any more pride in their work even if they win the weekend getaway for having the highest sales. This paper reviews the literature of motivational theorists and draws from their approaches to job satisfaction and the role of motivation within job satisfaction. The theories of Frederick Herzberg and Edwin Locke are presented chronologically to show how Locke's theory was a response to Herzberg's theory. By understanding these theories, managers can focus on strategies of creating job satisfaction.