



**A STUDY ON JOB SATISFACTION AMONG EMPLOYEES AT  
INDAH KASTURI TEXTILES SDN BHD**

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**JUNE 2016**

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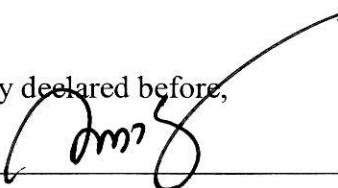
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## **ABSTRACT**

The main purpose of this research is to investigate and find the most influential factors of Job Satisfaction Employee Towards Indah Kasturi Textiles Sdn. Bhd. The objective of this research is to determine the most influential factors towards job satisfaction among employees, to measure the relationship between the factors of job satisfaction among employees and to measure the relationship between gender and the factors that influences the job satisfaction among employees of Indah Kasturi Textiles Sdn. Bhd.

The study has been conducted at Indah Kasturi Textiles Sdn. Bhd. Total employees at Indah Kasturi is 25 people and same goes to the respondents which is 25 people. The data were collected using questionnaire.

There are 5 factors had been using in this research such as leadership, organization behaviors, learning organizations, operating conditions and fringe benefit. Based on this factors, the data test will be run to find the most influential factors. These test are reliability, mean and cross tabulation data.

# CHAPTER 1

## INTRODUCTION

### 1.0 Introduction

Job, career, profession can be defined as activity that involved permanent or part time schedule and often performed in exchange of payment. Many people have a more than one job in order to survive in this world. Nowadays having a single job is not enough for people who have ordinary career because of unstable of economy. “Work determines a person’s worth and place in society and it influences one’s psychological identity and sense of well-being. Work establishes one in the community of human kind. It links a person to others, advances the goals of culture, and gives purpose to one’s very existence” (Szymanski & Parker, 1996, p.1). Work can change the person to become better or worse and it depends the environment.

According to Terkel (1974, p.xi) in *Working*, a reason for working “is about a search, for daily meaning as well as daily bread, for recognition as well as cash”. The main purpose of human to go for work is get paid and fulfill their needs and desire. Another factor is sometime they are in love with their job and have met a satisfaction of their life. In *The Future of Work*, (1973, p.2), Best explained “Work is a purposeful human activity, directed toward the satisfaction of human needs and desires”. He also states some important objectives work satisfies are “income, a sense of identity, a sense of purpose in life, and a sense of community” (73, p.10). Work or job is a main key for people or community to keep survive. It is a central theme during conversation while away from the job.