THE RELATIONSHIP BETWEEN WORK VALUES AND JOB SATISFACTION AMONG PUBLIC SECTOR EMPLOYEES IN INSTITUTE OF TEACHER EDUCATION MALAYSIA CAMPUS TUN ABDUL RAZAK, SAMARAHAN, SARAWAK

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- 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.

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ABSTRACT

In this challenging working environment in Malaysia, all the employees are needed to adapt themselves in the changes of policies, to increase their standard and to be knowledgeable in order to improve their performance. In addition, in order for the employees to be able to adapt themselves in this challenging workplace environment, work value is the key factor for organizational effectiveness. This study aims to examine the relationship between work values and job satisfaction by analyzing the various dimensions of work values. Quantitative method has been used to investigate the relationship between the levels of communication and job satisfaction by analyzing the three dimensions namely Openness to Change, Self-Transcendence, Conservation and Self-Enhancement that contribute to the work values of IPGKTAR employees.

The findings of this study show that the employees are aware of that all the four dimensions in the work values do affect their job satisfaction. According to them, when the goals of the organization are shared and explained among each other it helps the employees to survive and continuously sustain their job satisfaction.

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CHAPTER 1

INTRODUCTION

This chapter outlines the introduction and background of the study, statement of the problem, research objectives, research questions, significance and limitations of the study. The definitions of terms are included at the end of the chapter.

Background of Study

In Malaysia, work values are likely to be different because of the existence of different types of civil servants in organization. Civil servants in Malaysia are divided into the federal and state civil service. Six states (Kelantan, Kedah, Terengganu, Johor, Sabah, and Sarawak) have their own state civil service, while all other states and the federal government rely on the federal civil service (Human Resource Ministry, 2015). The differences among them are likely to influence their work values because they work in different organizations and also in different states. Different organizations practice different work values.The Schwartz Values Survey identifies ten universal values that are organized into a system of four types of higher-order values: openness-to-change (self-direction, hedonism, stimulation), conservation (conformity, security, tradition), self- enhancement (achievement, power), and self-transcendence (benevolence, universalism