



A STUDY ON RELATIONSHIP BETWEEN JOB PROMOTION AND JOB  
QUALITY WITH JOB SATISFACTION AMONG STAFFS IN KOLEJ  
SAINS KESIHATAN BERSEKUTU KUCHING, SARAWAK

ONEAL JOHNSTON ANAK JOMEN

BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS)  
UNIVERSITI TEKNOLOGI MARA (UiTM) SARAWAK

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## ABSTRACT

The purpose of this study was to determine the relationship between job promotion and job quality with job satisfaction in Kolej Sains Kesihatan Bersekutu Kuching Sarawak (KSKB). The scope of this study was involved staff at KSKB. The total population for the research was 100. A set of questionnaire was develop and distributed to 80 staffs of KSKB. The main instrument that was used for this study was questionnaire and it was distributed randomly. With the using of SPSS 2.0 Statisal Software the data from the sample set was analysed. The questionnaire was developing in Bahasa Malaysia and English version and it was divided into 4 sections. Section A was the questionnaire analysed the demographic background of the respondents. Section B analysed the job promotion and job satisfaction components. Meanwhile Section C it was about analysed job quality and job satisfaction. Lastly Section D it analysed about job satisfaction of staff at KSKB. The results obtained from the questionnaire, the findings showed that the job promotion and job quality has the relationship with job satisfaction.

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## **CHAPTER 1**

### **INTRODUCTION**

#### **Background of the study**

Job satisfaction was also known as the expressions of worker's positive towards their work and way to performed work. This feeling can keep as long as an employee being rewarded according to their performance and can turn into negative effect when the employees not get what they need or want as reward. An organization will maintains this feeling by rewarding them with a lot of benefit option such as, wage, social status and job characteristic. Thus, job satisfaction can be meet when the desire of worker paid appropriately (Man M., Modrak V., Dima I.C., Pachura P., 2011).

Another researcher stated that job satisfaction was a combination of psychological, physiological and environment surroundings. He also said that job satisfaction can be influence by many type of external factor where all of these factors contribute to the job satisfaction of employees in the organization (Aziri, B., 2011). Every condition or factors that surrounding us can such as relationship between employees, reward system, pressure, work overload, and work station condition among the examples of condition that effected job satisfaction. When individual are satisfied with their job they can perform their responsibilities with more concentration, devotion and competence (Saba, 2011).