

**THE RELATIONSHIP BETWEEN JOB PROMOTIONS AND
QUALITY OF WORKS WITH JOB SATISFACTION: A CASE
STUDY AMONG GOVERNMENT AGENCY AT MAJLIS
PERBANDARAN PADAWAN, SARAWAK**

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ABSTRACT

Recently, it is often appealing on how the promotion policy can create satisfaction among the staff. In order to carry out certain task, it is essential to have satisfaction drive within an individual. As an individual has the satisfaction within them, thus it brings out the quality on an individual to carry out or have the responsibility to make it happen. Therefore, this study is to find out whether there are is relationship related to job promotion and job quality with job satisfaction. To identify the relationship between the variables, 80 sets of questionnaire have been distributed to the employees of Majlis Perbandaran Padawan, Kuching Sarawak. There are two independent variables which are job promotion and job quality. Meanwhile, dependent variable is job satisfaction. Based on the research objective and research questionnaire that has been developed, the findings result has shown the possibility if relationship between job promotion and job quality with job satisfaction for this study which is not so related relationship is shown.

Keyword: Job Promotion, Job Quality and Job Satisfaction

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CHAPTER 1

INTRODUCTION

Background of the study

Job satisfaction is generally known as the expressions of worker's positive attitude toward of their work in the employment process. This feeling can be retaining as long as a result of what they gain from their work are rewarded with the social status and experience of employment. Job satisfaction can be turn into negative effect when the employees not get what they need or want as reward. An organization usually maintains this feeling by reward them through economic benefit, social status, 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 is 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).