

TIDAK BOLEH DIFOTOSTAT

**THE RELATIONSHIP BETWEEN THE ORGANIZATIONAL POWER
AND JOB SATISFACTION AMONG THE EMPLOYEES AT
PPD PASIR PUTEH, PPD MACHANG AND PPD BACHOK**

Prepared for :

MISS NOORAZZILA BINTI SHAMSUDDIN

Prepared by :

**NOORONUHA BINTI CHE LUKMAN @ SOTAR
BACHELOR IN OFFICE SYSTEMS MANAGEMENT (HONS.)**

**UNIVERSITI TEKNOLOGI MARA (UiTM)
FACULTY OF BUSINESS MANAGEMENT**

2015

LIST OF TABLES

Table	Page
3.1 Sample Size.....	23
3.2 Data Collection Procedures.....	24
3.3 Plan for Data Analysis.....	26-27
4.1 Survey Return Rate.....	28
4.2 Reliabilities Analysis for Pilot Test.....	29
4.3 Reliability Analysis for Actual Test.....	30
4.4 Skewness and Kurtosis Values for Independent Variable and Dependent Variable.....	31
4.5 Gender of the Respondents.....	31
4.6 Age of the Respondents.....	32
4.7 Educational Level of Respondents.....	32
4.8 Length of Service.....	33
4.9 Legitimate Power.....	34
4.10 Total Mean for Legitimate Power.....	34
4.11 Reward Power.....	35
4.12 Total Mean for Reward Power.....	35
4.13 Supervision.....	36
4.14 Total Mean for Supervision.....	37
4.15 Work Condition.....	37-38
4.16 Total Mean for Work Condition.....	38
4.17 Correlation Coefficient among Independence Variable and Dependent Variable.....	38
4.18 Correlation Coefficient for Legitimate Power and Reward Power.....	40
4.19 Summary of Hypotheses Testing.....	42

ABSTRACT

Every people especially leaders in an organization also used organizational power in order to communicate with each other toward organizational goals. However, are the used of that powers will satisfy the employees within the organization? The objectives were to identify the types of organizational power that affect the job satisfaction among the employees at PPD, to identify the most influential organizational power that affect job satisfaction among the employees at PPD and to investigate whether there is any relationship between the organizational power and job satisfaction among the employees at PPD. This is correlational research so, this research is done to investigate the relationship between the organizational power and job satisfaction among PPD (Pejabat Pendidikan Daerah) employees at PPD Pasir Puteh, PPD Machang, and PPD Bachok in Kelantan. A total of 118 employees from these PPP were selected and have been given a questionnaire each. This chapter discusses the findings that the researcher gathered from the questionnaires given to the officers from these PPD. The questionnaire had been divided into three sections, Section A, is Demographic background, Section B is about the Used of Powers in an Organization and finally Section C is about the Job Satisfactions. Besides, the researcher were used five Likert scale that required the respondent to self-rated based on their intention for strongly disagree (1), disagree (2), not sure (3), agree (4), and strongly agree (5). The data from the questionnaires were collected and analysed using the SPSS version 22.0. The findings of this research revealed that the used of the powers chosen and job satisfaction are related with each other which there are significant relationship between organizational power and job satisfaction. The first recommendations of this study is for improving legitimate power with job satisfaction among the officers at PPD in Kelantan. It can be done when manager formulate new policies and procedure in an

organization and managers or supervisors at PPD show positive attitude or behaviour in their work so that it could be a motivation for the employees to work better. Furthermore, the second recommendation is for improving reward power with job satisfactions among the employees at PPD in Kelantan. PPD should apply more reward power more frequently not only when the work is done successfully but also when the work is done so that will improve the relationship between them and the employees will be more satisfy. Other than that, the recommendations for future research also stated that the future researchers should cover other place in Malaysia to eliminate biasness, select large sample from of respondents from other PPD organization all over Malaysia for the result be more accurate and reliable, the time should be longer for preparation, investigation and analysis, and other variables of power bases and job satisfaction also are added.

ACKNOWLEDGEMENT

With the name of Allah SWT, I would like to express my gratitude to those who have been instrumental in my project paper. First of all, I would like to thank my lecturer of UiTM Machang Campus, Miss Norrini binti Muhammad and Miss Noorazzila binti Shamsuddin for their teaching and consistent support for this project paper to fulfill the requirement of the Research Method course. Besides, I also would like to take this privilege to thank to all the staffs of PPD Pasir Puteh, PPD Machang, and PPD Bachok especially to Sir Anuar bin Ibrahim my supervisor at PPD Pasir Puteh for his supervision, information and opportunity for me to finish my project paper. Last but not least, once more I would like to thank everyone who assisted me directly and indirectly for the success of this project paper especially for both my parents. Sincerely, thank you.

Nooronuha binti Che Lukman@Sotar

January 11, 2015
Faculty of Business Management
Universiti Teknologi MARA