

UNIVERSITI TEKNOLOGI MARA

A STUDY ON THE RELATIONSHIP OF
COMPENSATION, LEADERSHIP AND TRAINING
WITH JOB SATISFACTION AMONG THE
EMPLOYEES OF SABAH URBAN
DEVELOPMENT CORPORATION

CAROLINE STANISLAUS

EMAS

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ABSTRACT

The purpose of conducting the study was to find out the relationship of compensation, leadership and training with job satisfaction and to see if age moderated this relationship among the employees of Sabah Urban Development Corporation. Job satisfaction is an important factor as it is associated with employee performance. Questionnaires were distributed to eighty two (82) respondents. Questionnaire collected back was fifty nine (59). Nine (9) employees were on leave. A pilot study was conducted to fourteen (14) respondents. Hypothesis one to three were tested using Pearson's correlation coefficient analysis to determine the relationship between compensation, leadership and training with job satisfaction. Hypothesis four to six were tested using stepwise regression linear methods to see whether age moderated the relationship between compensation, leadership and training with job satisfaction. The analysis showed that all the independent variables which are compensation, leadership and training have significant relationship with the dependent variable which is job satisfaction. However, age did not moderate the relationship between compensation and job satisfaction and leadership and job satisfaction. It was found that age moderated the relationship between training and job satisfaction. In conclusion, it is believed that the results could be used by the organisation to capitalise on its strengths and to identify opportunities for further improvement. Based on the findings it showed that there is a high employee commitment level, loyalty, respect and confidence for the leaders in the organisation. By enhancing these strengths it will further increase their job satisfaction and be more productive, efficient and effective employees.

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