



**University Technology MARA
Faculty of Administrative Science
& Policy Studies**

Title of Proposal:

**JOB SATISFACTION AMONG PRIMARY SCHOOL
TEACHERS IN SAMARAHAN**

Name of Students:

**AENNIE NURSYUHADA BT KADIR (2009674538)
NORMAIZAN BT ZAMBRI (2009631192)**

**Name of supervisor
MISS ZALINA BT MOHD DESA**

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CHAPTER 1: INTRODUCTION

1.0 INTRODUCTION

Teacher plays an important role in achieving the objectives of Malaysian Vision in order to produce the innovative and progressive society. According to Bishay (1996), the teaching profession ranks high on the success list of a society. Job satisfaction amongst teachers is a multifaceted construct that is critical to teacher retention and has been shown to be a significant determinant of teacher commitment, and in turn, a contributor to school effectiveness. Moreover, they have also been linked to increase productivity and organizational effectiveness (Buitendach and De Witte, 2005). Research, however, reveals wide ranging differences in what contributes to job satisfaction and group differences according to demographic factors (Shan, 1998).

Evans (1998) mentions that factors such as teachers' low salaries and low status growing class sizes and changes in the education system have all contributed as cause of dissatisfaction within the profession. From research undertaken by Duke (1988), there is a worldwide tendency towards job dissatisfaction in education. However, Steyn and Van Wyk (1999) contend that contrary to expectations, teachers experience greater work satisfaction than was previously believed.

Therefore, research in job satisfaction can help the organization to identify the main factor or dimension which affect job satisfaction among the school teachers. From the study, the organization can make adjustments on their current policies and procedures as an effort to increase the level of job satisfaction and improve the school teachers' commitment on their profession.

CHAPTER 2:

LITERATURE REVIEW AND CONCEPTUAL FRAMEWORK

2.0 INTRODUCTION

Firstly, according by Locke (2002), job satisfaction can be defined as “a pleasurable or a positive emotional state resulting from the appraisal of one's job or job experience.” Job satisfaction can be viewed as an employee’s observation of how well their work presents those things which are important to them. Job satisfactions can also refer to an attitude people have about their jobs.

Secondly, job satisfaction is the feelings a worker has about his or her job or job experiences in relation to previous experiences, current expectations, or available alternatives by Balzer (1997). Besides, based on Breda (1997) defines job satisfaction as “...the attitude of workers toward the company, their jobs, their fellow workers and other psychological objects in the work environment.”

Next, based on Isen and Baron (1991) surmise: “As an attitude, job satisfaction involves several basic components such specific beliefs about one’s job, behavior tendencies or intentions with respect to it, and feelings about it”. Elaborating on this, Camp (1994) defines job satisfaction with reference to the needs and values of individuals and the extent to which these needs and values are satisfied in the workplace.

In conjunction with this, Robbins (1998) surmises that job satisfaction is based on “the difference between the amount of rewards workers receive and the amount they believe they should receive”. Because job satisfaction may be an indicator of whether individuals (a) will be affectively connected to an institution, (b) will merely comply with directives, or (c) will quit (Ma and Macmillan (1999), principals ought to have some understanding of the factors that influence teachers’ satisfaction with their work lives and the impact this satisfaction has on teachers’ involvement in their schools, especially when changes are implemented.

CHAPTER 3: RESEARCH METHODOLOGY

3.0 INTRODUCTION

In this chapter, it will discuss on how this research is designed. Apart from that, in this chapter it also discussed about how the researcher can collect data that needed to generate information regarding the research topic. In this research paper, both primary and secondary data will be used in obtaining the information.

Besides that, this chapter will also mention about the sampling techniques that used to determine the scope of respondent. It will helps researcher to know the important features that need to be highlighted in this research study.

3.1 RESEARCH DESIGN

The purpose of this study is to determine the level of job satisfaction and to identify the dimension that affect the level of job satisfaction among primary school teacher in Samarahan. This study also tries to examine the relationship of work dimension with job satisfaction among primary school teacher in Samarahan. Job satisfaction dimension consist of four factors such as salary, promotion, the work it self and working condition. Therefore, Descriptive statistic study will be used as a measurement method in order to determine the level and identify the dimension of work because the level of job satisfaction will be examined as degrees of the dimension affect the level of job satisfaction will be identified. Furthermore, correlational study will be used as a measurement method in order to know the significant relationship between work dimension and level of job satisfaction .Cavana (2000) mentioned that correlation study is specifically used to identify the relationship between independent variables (refers to job satisfaction and demographic factors) and the dependent variables (turnover intention).In addition, the researcher used primary and secondary data for research findings. For primary data the researcher are obtained from questionnaire while