

AN INVESTIGATION OF INTRINSIC AND  
EXTRINSIC MOTIVATION TOWARDS THE LEVEL  
OF EMPLOYEES' JOB SATISFACTION AT  
PEJABAT DAERAH KOTA TINGGI (PDKT),  
JOHOR DARUL TAKZIM

NORHIDAYAH BINTI HAMDAN

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

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Faculty of Business Management  
Universiti Teknologi MARA (UiTM)

## ABSTRACT

The study was conducted in order to identify the relationship between motivation and the level of employees' job satisfaction. This study was to investigate whether job satisfaction were influenced by intrinsic or extrinsic motivation. The sample that was investigated consisted from the staffs of Pejabat Daerah Kota Tinggi (PDKT). The instrument used to conduct this survey was by distributing the questionnaires to respondents and simple random sampling have been chosen as a technique. The findings of this study was analyzed and calculated by using IBM SPSS version 21.0 in order to identify the level motivation variables of employees and the relationship between types of motivation and the level of employees' job satisfaction. The result shows the mean values of each motivation variables and Pearson Product-Moment Correlation Coefficient was used to measure the strengths of variables which resulted the level of employees' job satisfaction at Pejabat Daerah Kota Tinggi (PDKT) was influenced by extrinsic motivation instead of intrinsic motivation. This showed that employees were lack of self-interest on motivating themselves towards their job satisfaction. Therefore, praised and trusted were suggested as recommendation for organization on increasing employee self-motivation towards job satisfaction.

Keywords: Motivation, intrinsic motivation, extrinsic motivation, job satisfaction.