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**THE STUDY OF HUMAN RESOURCE PRACTICES ON JOB
SATISFACTION IN WORKPLACE AMONG STAFF AT
UNIVERSITI TEKNOLOGI MARA STAFF, SAMARAHAN,
SARAWAK.**

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TABLE OF CONTENTS

ACKNOWLEDGEMENT.....	2
DECLARATION.....	3
Name: Abang Afiq Yazid Bin Abang Azman	3
Name: Nur Atirah Shahieda Binti Yusof.....	3
INTRODUCTION.....	7
1.1 Introduction	7
1.2 Significance of the study	10
1.3 Problem Statement.....	11
1.4 Scope of Study.....	12
1.5 Research Questions	13
1.6 Research Objectives	14
1.7 Definition of terms, terminology, and concepts	15
Human Resource Practices	15
Job Satisfaction.....	15
Job analysis.....	15
Job design.....	15
Employee performance.....	16
Performance appraisal	16
Compensation.....	16
Rewards.....	16
Training and development	16
Flexibility	16
LITERATURE REVIEW & CONCEPTUAL FRAMEWORK.....	17
2.1 Literature review	17
2.1.1 Introduction	18
2.1.2 The theory of human resource practices	18
2.1.3 The theory of job satisfaction	19
2.1.4 Human Resource Practices and Job Satisfaction.....	20
2.2 Independent Variable and Dependent Variable	21
2.2.1 Independent VariableJob analysis and design	21
Employee performance appraisal	21
Recruitment and selection	21
Compensation and rewards.....	22
Training and development	22
2.2.2 Dependable Variable	23

CHAPTER 1

INTRODUCTION

1.1 Introduction

This study aims to look into several issues concerning job satisfaction and performance in an organization, specifically the relationship between Human Resource (HR) Practises and employee job satisfaction. To be successful in a competitive institution, Human Resource (HR) must understand how their workers feel at work and what they desire. The amount of effort expended by an employee towards achieving the organization's goals is determined by whether the person believes that this work will result in the satisfaction of his or her own needs and desires. The higher employee satisfaction in this organization, the better their performance.

Human resource practices are a way that provides employees with satisfaction based on their job in many areas (Bekru et al., 2017; Ting, 1997). Furthermore, numerous experts have indicated that human resource practices contribute positively to employee well-being at various firm levels, increasing worker performance. Managers should consider human resource practices as a tool for improving work conditions and increasing organizational achievements (Absar et al., 2010).

These practices aid organizations in improving their performance (Armstrong, 2006). Training and development, reward, job analysis, recruiting and selection, employee connection, employee empowerment, and social assistance are all examples of human resource functions. These practices should be used to increase satisfaction with work and performance (Albrecht et al., 2015; Dessler, 2006; Majumder & Hossain, 2012). Job satisfaction is an employee's attitude toward their workplace condition (Smith, 1969).

Furthermore, work satisfaction has been used to describe how employees feel

CHAPTER 2

LITERATURE REVIEW & CONCEPTUAL FRAMEWORK

2.1 Literature review

According to The University of Edinburg in 2022 stated that a literature review is a piece of academic writing that demonstrates knowledge and grasp of the academic literature on a particular subject in context. A literature review involves a critical assessment of the content, which is why it is termed a review rather than a report. It is both a method of evaluating books and a kind of writing.

Another definition of literature review is considering television or film review articles to demonstrate the distinction between reporting and reviewing. These articles offer information such as a short overview of the main aspects of the film or show, as well as the critic's personal assessment. Similarly, the two major goals of a literature review are to summarize current research, hypotheses, and evidence, and then to critically evaluate and debate this information. A literature review is often included as a portion or component of a dissertation, research project, or lengthy article. It may, however, be assigned and graded as a separate piece of work.

Besides that, literature review has a purpose. A literature review is frequently one of the first activities completed after settling on a subject for a bigger piece of written work, such as a dissertation or project. Reading paired with critical analysis may aid in the refinement of a subject and the formulation of research questions. Before beginning a new inquiry, do a literature review to get familiarity with and knowledge of existing research in a certain topic. After doing a literature review, you should be aware of what research has previously been conducted and be able to determine what is unknown about your subject.

CHAPTER 3

RESEARCH METHOD

3.1 Introduction

In this chapter, we will briefly describe the study's methodology. We will examine the approach utilized in this study to collect the necessary information for analysis in order to satisfy the research objectives. This chapter will discuss the research design, level of analysis, sample size, sampling technique, measurement or instrumentation, data collection, data analysis, descriptive analysis, and hypothesis testing, and will provide a summary of these decisions in tabular format.

The first section will involve dealing with research design, while the second will go through a unit of analysis. The third section explored sample size, while the fourth section discussed sampling technique. Furthermore, the fourth section discusses research measurement, and the fifth section goes over data gathering. The sixth session will be focused on data analysis, with the researcher discussing the statistical tests that were used to investigate the hypotheses related to the study.