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**JOB SATISFACTION AMONG TEACHERS IN RURAL AREA: A CASE STUDY AT
SMK MELUGU, SRI AMAN AND SMK KUBONG, LIMBANG**

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1.2 Background of Study

Job satisfaction is described as a positive emotional response you experience while doing your job or being present at work that will help to motivate them to do their job. It is the employees' perception, attitudes, and emotion towards their job that will show in their behavior about the job. It will describe the level of satisfaction of the employees in this research which is the satisfaction of the teachers in doing their job. Job satisfaction will identify the level of satisfaction among the employees in an organization.

Malaysia has a unique geographical background. There are still schools in rural areas, especially those in Sabah and Sarawak. Malaysia as a developing country is currently having the gap between rural and urban schools. The current focus is the rural school in Sarawak which is at SMK Melugu, Sri Aman and SMK Kubong, Limbang. We are taking these two secondary schools because it is located in the rural area of Sarawak. For SMK Melugu it is the only secondary school in rural area Sri Aman. All of the primary students located in rural areas will pursue their study at this secondary school. Meanwhile, for SMK Kubong, their academic performance is excellent even though it is located in a rural area in Limbang. These schools have provided facilities such as dorms, for the students to stay during weekdays.

Firstly, a past study by Ahmad et al (2021) found that facilities are one of the crucial elements in ensuring job satisfaction among teachers. Complete and safe facilities are also important in fostering satisfaction in the performance of duties as a teacher. Adequate learning facilities can assist teachers in avoiding the workload of creating their own teaching materials. The circumstance has the potential to improve teachers' instruction and create job happiness

CHAPTER TWO: LITERATURE REVIEW

2.1 Chapter review

This chapter will include all the important elements that will be used for the research. The study of job satisfaction of teachers will cover all values and lead to certain conclusions. In Section 2.2, the paper will talk about the definition of job satisfaction in general. Section 2.3 will be more specific on the job satisfaction among teachers and Section 2.3.1 is about job satisfaction among teachers in rural areas which is the topic of our study. In Section 2.4 the researchers will explain about the theory of job satisfaction which is Maslow's Hierarchy of Needs Theory which comprises five elements which are self-actualization, self-esteem, love and belonging, safety and security and physiological needs. Section 2.5 will give further information about the second theory that can lead to job satisfaction which is the Herzberg Two Factor Theory. Section 2.6 is the five factors that lead to job satisfaction which will be used as the conceptual framework of this research topic. Section 2.7 will consist of the annotated bibliography of the entire articles. Lastly, section 2.8 will be the summary of chapter two.

3.2 Research Overview

This research will conduct a quantitative research approach to determine job satisfaction among teachers in rural areas. The five factors of Job satisfaction is based on the Development and factor analysis of the teacher job satisfaction questionnaire (TJSQ) from Lester (1987) as independent variables which are supervision, colleagues, working conditions, salary and responsibility. The dependent variable is the job satisfaction among teachers in rural areas.

3.3 Research Paradigm

According to Sekaran and Bougie (2016), there are four types of research paradigm which are positivism, constructionism, critical realism and pragmatism. For this research the paradigm that will be used is positivism. Since this research is using quantitative methods, positivism is adopted. The reason is positivism is known for its quantitative paradigm. The researcher assumes a positive manner and the researchers are trying to get the truth. The researchers know them and have theories and hypotheses.

3.4 Research Process

This study will follow a research process that consists of defining the research issues, formulating hypotheses, designing the research tool, collecting and evaluating information and discussing the summary of the results. Figure 1 outlines the research process that will be involved in the study.