

A STUDY ON THE RELATIONSHIP BETWEEN LEADERSHIP STYLES
TOWARD EMPLOYEE JOB SATISFACTION IN PEJABAT SETIAUSAHA
KERAJAAN PAHANG

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CHAPTER 1

INTRODUCTION

Background of the Study

In 21st century, job satisfaction represents an attitude that individuals have about their jobs. Job satisfaction perceived as a combination of positive or negative feeling that worker feel toward their work in an organizations. According to Locke (1976), job satisfaction as a positive emotional from the evaluation of person job and experience. In 2012, according to BERNAMA Press, Jobstreet.com has carried out a survey about employee job satisfaction in Malaysia. In this survey 78% of the respondents proved that they were dissatisfied with their current job. Based on 1,145 respondents claimed the main reason that effect their dissatisfaction of current job is due to low salary.

Based on Spector (1997), there are three importance traits of job satisfaction are organization should be lead by human being. Then, the level of job satisfaction determined by worker's attitude which affect the functioning in an organization. Third is job satisfaction may react as indicators toward organizational functioning. Through analyzing job satisfaction, a successful and happy employee will be produced. We can conclude based on McNeese-Smith, 1997; Irvine and Evans, 1995, employee who experience job satisfaction are more show their loyalty on their job.