A STUDY OF RELATIONSHIP BETWEEN MOTIVATIONAL FACTORS WITH JOB SATISFACTION AT ANTARA STEEL MILLS SDN. BHD. PASIR GUDANG, JOHOR

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ABSTRACT

The purpose of this study was to investigate relationship between motivational factors with employee job satisfaction at Antara Steel Mills Sdn. Bhd. Pasir Gudang, Johor. The scope of this research was the employees at Antara Steel Mills Sdn. Bhd. Pasir Gudang, Johor. The data of this study were gathered through the distribution of questionnaires and used of convenience sampling for selected from the total population for both of department. In this study, the data collected were analyzed by using the Statistical Package for Social Science (SPSS) software version 20.0. The result identified that there was a high influence from the motivational factors to employee job satisfaction. The most influence motivational factor was empowerment followed by feedback, organization commitment and reward. Therefore, the researcher highly recommended on determining the aspects of empowerment of employees' in Antara Steel Mills Sdn. Bhd. Pasir Gudang, Johor that effect employees' job satisfaction. Then, the supervisors need to apply a motivational factors best suited with the environment employees are working in.

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