



**EXAMINING FACTORS THAT AFFECT
JOB SATISFACTION AMONG THE ACADEMICIAN
IN UNIVERSITY MALAYSIA SARAWAK**

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OCTOBER 2007

ACKNOWLEDGEMENT

First and foremost, I would like to take this opportunity to express my sincere thanks and appreciation to my supervisor, Mr. Stalin Johneny Aloji, for his constant counsel and professional guidance throughout the entire process in producing this paper. Without your patience and guidance, I would not have been able to complete this paper.

I would also like to extend my sincere thanks to my co-supervisor, Mr. Ahmad Faizal Mahdi for his professional guidance.

My special thanks to the Registrar of University Malaysia Sarawak, Mr. Ahmad bin Katang for the permission granted to do survey in Unimas, Ms Rasidah Abdul Wahab and Ms Cheah Whye Lian, Mr. Sekudan Tedong, and Ms Patricia Sigau in their assistance rendered throughout the process of conducting this study.

Last but not least, to my loving wife, Zonely Henry, my precious daughters and son (Fiona Lyn, Dianne Yeyeng and Ernest Chuck), my father and Mother in-law for their prayers, morale support, encouragement, patience, understanding, love and care.

“May God Bless You All”

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ABSTRACT

The purpose of this research is to examine the factors that affect job satisfaction among the academician in University Malaysia Sarawak. The data were collected and administered by means of structured questionnaires based on the Minnesota Job Satisfaction Questionnaires (MSQ). There were 63 completed and returned questionnaires for analysis using SPSS Version 17 software. The results showed that there are many factors that influence job satisfaction and dissatisfactions among the academician namely recognition, relationship with co-workers, supervisions, remunerations and advancement, ability to work independently and work itself. There were no significant differences of job satisfactions between all the demographic variables. The research also revealed that generally academician in University Malaysia Sarawak were satisfied with their jobs.

Key words: Job satisfaction, academician, Job dissatisfaction

CHAPTER ONE

INTRODUCTION

1.1 Background and the Scope of the Study

This Chapter will include the background of the research, the problem statement, the objectives of the research, the research questions, significance of the study, limitations of the research and terms definitions.

The study focuses on the factors that affect the job satisfaction among the academic staffs at University Malaysia Sarawak. This study is motivated by the persistent shortage of academic staffs in University

University Malaysia Sarawak is the eight Universities in Malaysia and the first in the State of Sarawak. It was established in 1994, and is located 27 kilometres away from Kuching City. As at July 2008, there are 663 academicians consist of locals and expatriates with 131 management and 1001 supporting staffs. The mission is to become an exemplary university of internationally acknowledged stature and a scholarly institution of choice for both students and academics through the pursuit of excellence in teaching, research and scholarship. Its' vision is to generate, disseminate and apply knowledge strategically and innovatively to enhance the quality of the nation's culture and prosperity of its people.