



THE FACTORS INFLUENCING JOB SATISFACTION IN
JABATAN AGAMA ISLAM SELANGOR (JAIS)

FADHLIN SAKINA BINTI ZAKARIA
2013421406

BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
(HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA

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ABSTRACT

Job satisfaction manifests the degree to which individuals feel about their job, either positive or negative feelings. The research objective was to determine the relationship between factors referring to remuneration, quality or work life, teamwork, promotion and supervision with job satisfaction among operational clerks in Jabatan Agama Islam Selangor (JAIS). The dependent variable for this research was job satisfaction whereas the independent variables are remuneration, quality of work life, teamwork, promotion and supervision. This study has identified six research objectives and followed by six research questions that have helped in completing this research. Data used in this study was primary data which were collected through questionnaires with five Likert-scales. The study sample was 136 operational clerks in JAIS. Analyzing data included the tests of descriptive analysis, frequency distributions, reliability analysis, Pearson's correlation, and regression analysis. The results of this study showed that all independent variable which are remuneration, quality or work life, teamwork, promotion and supervision have positive and significant relationship with job satisfaction. Supervision factor was indicated as the most influential factor towards job satisfaction.

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