

THE RELATIONSHIP OF JOB MOTIVATION TOWARD
JOB SATISFACTION AT AMONG LOWER LEVEL
EMPLOYEES AT UKHWAH MALAYSIA BERHAD

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ABSTRACT

The study investigates the relationship between Job Motivation and Job Satisfaction. Job Motivation has been treated as an independent and Job Satisfaction as dependent variable. The selected respondents for the study are the employees at Ukhwah Malaysia Berhad. All respondents for the study are from lower level employee form Ukhwah Malaysia Berhad. The primary data was collected by the researchers through a questionnaire and based on five pointer Likert scale. All data received will be analyzed by SPSS Version 18.0.

CHAPTER 1- INTRODUCTION

1.1 BACKGROUND OF STUDY

Ukhwah Malaysia Berhad also known as Koperasi Pendidikan Islam Malaysia Berhad located at No37 Lorong Medan Tuanku 50300 Kuala Lumpur. There are 7 company subsidiary of Ukhwah Malaysia Berhad which is Ukhwah Buletin, Ukhwah Pembiayaan, Ukhwah Hartanah, Ukhwah Care, Ukhwah Computer, Restoran Rakyat 1M, and Ukhwah Holidays. Main business operation of Ukhwah Malaysia Berhad is services but since it has 7 company subsidiary so they has 7 different business operation.

According to Puan Mardhina, the Head of Administrator of Ukhwah Malaysia Berhad there are some employees has lack of motivation and its due to absenteeism and lateness problem. Therefore to minimize this problem, top management has decide to send their employees for training program to improve their motivation level.

Motivation is a very important for an organization especially at Ukhwah Malaysia Berhad because of the following benefits such as leads to achievement of organizational goals, brings employees satisfaction, increase level of efficiency of employees and so on.

According to Herzberg (1959) motivators cause positive job attitudes because they satisfy the workers need for self-actualization. Moreover in Ukhwah Malaysia Berhad, they believe that success of productivity is dependent on employee commitment, job satisfaction, skills, and motivation.