

THE RELATIONSHIP OF JOB MOTIVATION TOWARD JOB  
SATISFACTION AMONG EXECUTIVE OF TRANSMISSION  
DIVISION AT TENAGA NASIONAL BERHAD (DUA SENTRAL  
BRANCH)

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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. This study was conducted at Tenaga Nasional Berhad of Dua Sentral Branch, Kuala Lumpur. In completing this research, about 118 questionnaires have been distributed to the respondents and only 113 were return back. The primary data has been collected by the researcher through a questionnaire and based on five pointer Likert scale. The respondent are included the executive level employees from five of the ten department from Transmission Division at Tenaga Nasional Berhad of Dua Sentral. The five departments that have been involved in this research are Human Resource Management and Administrative Services Departments, Asset Management of Central Department, Asset Management of Kuala Lumpur Department, Chief Engineer of Major Project Department, and Asset Development Department. In order to get result for the study, the researcher has used SPSS Version 20.0 program to analyze the data from the information gathered. To analyze the data, the researcher has used reliability analysis, cross tabulation analysis, frequency distribution analysis and descriptive statistic by using SPSS program. From the finding, the researcher indicates that there are a positive relationship between job motivation and job satisfaction.

## **CHAPTER 1**

### **INTRODUCTION**

#### **1.1 BACKGROUND OF THE STUDY**

Job motivation and job satisfaction have been one of the important variables to the organization to evaluate and to understand their employees' motivation and satisfaction in their organization. Many researchers have studies about the relationship and the effect of both variables in order to understand why those variables are so important to ensure the organization efficiency and credibility. Organizations today realize that job motivation and job satisfaction is important to ensure the crucial position is protected with employees' engagement and to reduce job turnover among their employees.

Motivation is considered as a key point for an organization, due to that the following benefits it provides 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 will cause positive job attitudes because they satisfy the workers need for self-actualization. Moreover almost all the organization, believe the successful of organization productivity is influence by employee commitment, job satisfaction, skills, and motivation. Job satisfaction is a result of employee's perception of how well their job provides those things that are