

**MOTIVATION FACTOR THAT INFLUENCE JOB  
SATISFACTION AMONG THE EMPLOYEES IN  
WANIJA GROUP**

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## ABSTRACT

In every organizational, employees were considered as an important input into the production of goods and services. They are the greatest assets that can help companies to grow and succeed and without them no company could function. However many business managers today are not aware that motivation of their employees on their business, and it is therefore important they learn and understand the factors that determine positive motivation in the workplace. Actually, motivation can influences productivity where supervisors need to understand what motivates their employees to reach their performance. Base on this reason this research had been done in order to study the level of satisfaction and motivation factors that can influence job satisfaction among the employees of Wanija Group.

This research can been identifying as descriptive study, which census had been used. Here the questionnaires had been focus for gaining information and feedback regarding to the level and motivation factor that can influence job satisfaction in this company. Primary data had been used and to analyze the data, SPSS program had been used where hypothesis testing and descriptive analysis been using to interpret the data. Hopefully the finding of this research can give some benefits to the company and also can help this company to make some improvement in order to increase their employee's satisfaction.