

**FACTORS DETERMINE JOB SATISFACTION AMONG ACADEMIC STAFF IN
UNIVERSITY TEKNIKAL MALAYSIA, MELAKA**

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FACULTY OF BUSINESS MANAGEMENT
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DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TECHNOLOGY MARA
KAMPUS BANDARAYA MELAKA**

I am Nur Amira Binti Ruhaimi, (I/C Number: 960925045170)

Hereby declare that:

- This work has not previously been accepted in substance for any degree, locally or overseas, and is not being concurrently submitted for this degree or any other degrees.
- This project paper is the result of our independent work and investigation except where otherwise stated.
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- All verbatim extracts have been distinguished by quotation marks and sources of our information have been specifically acknowledged.

Signature: *Nur Amira* Date: 4th January 2019

LETTER OF TRANSMITTAL

January 2019

The Head Program

Bachelor of Business Administration (Hons) Human Resource Management

Faculty Of Business Management

Universiti Teknologi Mara (UiTM)

Kampus Bandaraya Melaka

No. 110, Off Jalan Hang Tuah

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Dear Sir/ Madam

SUBMISSION OF FINAL REPORT

Enclosed herewith is a thesis entitled “Factors Determine Job Saatisfaction Among Academic Staff in University Teknikal Malaysia, Melaka”, I hope this thesis will meet the requirement and expectation from your and the faculty. Thank you very much for all guidance and supports you have generously rendered upon the completion of this thesis.

Your Sincerely

Nur Amira

NUR AMIRA BINTI RUHAIMI

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ABSTRACT

To become a successful organization, company are facing intensive challenge in improving the employee job satisfaction. Therefore, the purpose of this study is to examine the factors determine job satisfaction of academic staff. The scope of study is Universiti Teknikal Malaysia, Melaka. The factors include pay and promotion, workplace relationship, fairness and workplace environment factor. Total number of academic staff of all branches in UTeM is around 834 employees. Researcher focuses on Technology Campus as it sample of population. The researcher is required to distribute 214 sets of questionnaire. 300 sets of printed questionnaire has been distributed but only 120 sets are able to collected back.

Subsequently, SPSS software is used to check collected data and also to produce final results. The result showed that only pay and promotion and fairness that is significant with job satisfaction. Meanwhile, workplace environment and workplace relationship does not have significant relationship with job satisfaction. The recommendation for this study is institution should provide a variety type of pay and promotion and institution should treat every employee equally and fair regardless of their position or status. For future researcher, they can conduct similar study on job satisfaction with largest population and respondent, not only public but also in private institution and include other factors to make the employee satisfied with their current job.