



**IMPACT OF EMPLOYEE VALUE PROPOSITION TOWARDS
JOB SATISFACTION OF PETRONAS HUMAN CAPITAL
MANAGEMENT STAFF**

**AHMAD IKRAM AJMAIN BIN ABU HASSAN
2012269072**

**BACHELOR OF BUSINESS ADMINISTRATION (Hons)
HUMAN RESOURCE MANAGEMENT
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MALACCA CITY CAMPUS**

JULY 2014

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AHMAD IKRAM AJMAIN BIN ABU HASSAN

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**Submitted in Partial Fulfillment of the
Requirement for the
Bachelor of Business Administration with Honours
(Human Resource Management)**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TECHNOLOGY MARA
MALACCA CITY CAMPUS**

JULY 2014

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCE MANAGEMENT)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
“DECLARATION OF ORIGINAL WORK”**

I, Ahmad Ikram Ajmain Bin Abu Hassan, (IC Number: 911021-

06-5637) 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 my independent work and investigation, except where otherwise stated.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

LETTER OF TRANSMITTAL

July 2014

Head of Program

Human Resource Management

Faculty of Business Management

Universiti Teknologi MARA Malacca City Campus

Malacca

Dear Sir,

SUMBISSION OF PROJECT PAPER (HRM 223)

Attached is the project paper title "IMPACT OF EMPLOYEE VALUE PROPOSITION TOWARDS PETRONAS HUMAN CAPITAL MANAGEMENT STAFF", to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you.

Yours sincerely,

AHMAD IKRAM AJMAIN BIN ABU

HASSAN 2012269072

Bachelor of Business Administration (Hons) in Human Resource Management

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SATISFACTION OF PETRONAS HUMAN CAPITAL
MANAGEMENT STAFF**

Ahmad Ikram Ajmain Bin Abu Hassan

BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE
MANAGEMENT FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA, PUNCAK ALAM CAMPUS

Abstract

Job Satisfaction has always been used as the indicator of how employees feel about their job and usually align with performance and motivation. The higher the job satisfaction, the happier the employees with their job. Low job satisfaction will lead to employee-related problem such as turnover, low performance and talent poaching. It usually will go through stress, depression and absenteeism before it contribute to more serious problem. Past studies shows that there are many factors that can affect employees' job satisfaction. Yet this study covers the elements of PETRONAS' Employee Value Propositions (EVP) which is Rewards, Growth & Trust. Compensation and Benefits under Rewards, and Career Growth under Growth of EVP have been selected for this study. This study covers PETRONAS Human Capital Management Staff and it involved 30 respondents across functions. Personally administered questionnaire were used to collect data in trying to find the impact of EVP towards their job satisfaction. From the data collected, it was found that compensation (monetary rewards) is the most influential factors that affect the employees' job satisfaction. On the other hand, Career Growth have a moderate impact and the least influential towards the employees' job satisfaction when compared to other elements studied.

Keyword – Job Satisfaction, Employee Value Proposition, Compensation, Benefits, Career Growth

Paper Type – Research Paper