



**“A STUDY ON THE RELATIONSHIP BETWEEN SALARY, SUPERVISION AND
REWARD AND RECOGNITION TOWARDS JOB SATISFACTION IN KIN KEE
GROUP”**

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30TH April 2009

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS)
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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: 30th April 2009

LETTER OF SUBMISSION

Date of Submission: 20th April 2009

The Head of Program

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Dear Sir,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled ***“A STUDY ON THE RELATIONSHIP BETWEEN SALARY, SUPERVISION AND REWARD AND RECOGNITION TOWARDS JOB SATISFACTION IN KIN KEE GROUP”*** to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank You.

Yours Sincerely,

Ainun Salwani bt Zainal Abidin

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Bachelor of Business Administration (Hons)

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CHAPTER 1

1.0 Introduction

1.1 Background of Study

Job satisfaction is a general attitude towards an individual's current job and organization that encompasses the feelings, beliefs, and thoughts about that job. Job satisfaction is likely the most studied attitude in organizational behavior (Cranny, Smith, and Stone). Most people believe that job satisfaction is closely associated with performance and numerous other important work behaviors, including absenteeism, turnover, and organizational citizenship behavior. Employees' job satisfaction is both a goal in itself and a proxy for an organization's capacity to retain and motivate its employees (Fisher and Locke; Locke).

Job satisfaction has been studied in many different ways and theories on job satisfaction are numerous, including theories of motivation and organizational behavior that have been interpreted as theories of job satisfaction in various empirical studies (for a historical overview see Locke; for a more recent discussion, see Cranny, Smith, and Stone). In the practice of human resource management, the theory of motivation and job satisfaction put forth by Herzberg, Mausner, and Snyderman (see also Herzberg 1966), widely known as Herzberg's theory, has been very influential and underlies many current management guidelines. The continuing broad interest of management practice in Herzberg's theory has been underlined by a recent republication in the Harvard Business Review's "Ideas with Impact" series (Herzberg 2003).