



**FACTORS THAT EFFECT PAY LEVEL SATISFACTION
AMONG NON-EXECUTIVE IN SWM ENVIRONMENT
SDN BHD**

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**BACHELOR OF BUSINESS ADMINISTRATION
WITH HONOURS (HUMAN RESOURCES)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
MELAKA CITY CAMPUS**

JUNE 2014

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

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

JUNE 2014

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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“DECLARATION OF ORIGINAL WORK”**

We, FARAH IDAYU BINTI KHAIRUL ANUAR, (I/C Number: 910608-01-6426) and
SAIFUL BAHARI BIN JASMAN, (I/C Number: 911125-01-6119)

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.
- All verbatim extracts have been distinguished by quotation marks and sources of my information have been specifically acknowledged.

Signature: _____

Date: _____

Signature: _____

Date: _____

LETTER OF SUBMISSION

26TH June 2014

Head of Program

Bachelor of Business Administration (Hons) Human Resources

Faculty of Business Management

Universiti Teknologi MARA

Melaka City Campus

Dear Madam,

SUBMISSION OF PROJECT PAPER (HRM 661)

With reference to the above matter, we are students of BBA (Hons) Human Resources would like to hand in our project paper entitled "Factors That Effect Pay Level Satisfaction Among Non-Executive in SWM Environment Sdn Bhd" to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank You.

Your Sincerely,

Farah Idayu

Farah Idayu Binti Khairul Anuar

2012625214

(BBA HONS Human Resources)

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(BBA HONS Human Resources)

Abstract

Compensation plans is very important because that are the tool that unites employers and employees together in one of the most important exchange processes that happens in organizations. Therefore it is important for organizations to enhance employee pay satisfaction because it can enhance productivity and commitment to the organization. This study focuses and examines the factors that affecting the pay satisfaction among non-executives employee in waste management industry. The factors that have been recognized to have an impact to employee's fairness perception and pay satisfaction are their perception on individual equity, internal equity and external equity. Questionnaires were collected from 80 full time SWM Environment Sdn Bhd employees. The Pearson correlation table shows that only internal equity and external equity has a significant relation towards pay satisfaction whereas internal equity has the most influential factor on determining pay satisfaction. It is hopeful that this research effort will be very useful to the organizations when they want to efficiently and effectively strategically formulating compensation plans that are effective to improve their employee's performance.