



**THE RELATIONSHIP BETWEEN HYGIENE FACTORS AND  
JOB SATISFACTION OF EMPLOYEES AMONG ENGINEER AT THE  
WORKPLACE**

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**JULY 2019**

**DECLARATION OF ORIGINAL WORK**



**BACHELOR OF BUSINESS ADMINISTRATION**

**WITH HONOURS (MARKETING)**

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**UNIVERSITI TEKNOLOGI MARA**

**“DECLARATION OF ORIGINAL WORK”**

I, Nor Amirah Binti Syed Hussin, (I/C Number: 950312-04-5160)

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: **1 JULY 2019**

*Amirah*

## LETTER OF SUBMISSION

JULY 2019

The Head of Program Bachelor of Business Administration (Hons.) Marketing Faculty  
of Business Management Universiti Teknologi Mara Kampus Bandaraya Melaka 110  
Off Jalan Hang Tuah 75300 Melaka

Dear

### **SUBMISSION OF PROJECT PAPER**

Attached is the project paper "The Relationship between Hygiene Factors and Job  
Satisfaction Among Engineer at the Workplace" to fulfill the requirement as needed by  
the Faculty of Business Management, Universiti Teknologi Mara.

Thank you,

Your sincerely

*Amirah*

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## **ABSTRACT**

This paper examines that motivates employee in the manufacturing industry, and examines their level of job satisfaction, using Herzberg's hygiene factors. Job satisfaction explains individuals' reactions towards their job. Many studies find that job satisfaction is a well-known construct that is widely used to study work-related well-being and contributes significantly to employees' overall quality of life. Moreover, job satisfaction of employee will encourage healthy and happy working environment of employees in an organization. Besides that, job satisfaction is the mental feeling of favourableness which an individual has about his job. It is often said that "A happy employee is a productive employee." This shows that, job satisfaction is very important because most of the people spend a major portion of their life at their working place.

The current paper examines job satisfaction among Malaysian employees using the Job Satisfaction Survey (JSS). This research will be conducted in the Germen Company in Semiconductor and Manufacturing Industry, Malacca and there are 120 engineers as a sample. The questionnaire was prepared and distributed to the target respondent who is engineers. Since there are many positions of engineers in the organization, the questionnaire will distribute for employee who work in four different of position which are from Process engineers, Quality engineers, Software engineers and also Product engineers. This is because different position of engineers has different has own opinion and suggestion regarding the factors of job satisfaction.