



**A STUDY ON THE IMPACT OF TYPES ORGANIZATIONAL  
CULTURE TOWARDS JOB SATISFACTION IN CARSEM (M)  
SDN.BHD.**

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MELAKA**

**MAY 2010**

**“DECLARATION OF ORIGINALWORK”**



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I, NUR SHAZYANI BINTI SAMSURI , (I/C Number: 870808-08-6062 )

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 SUBMISSION

May 2010

The Head of Program  
Bachelor of Business Administration ( Hons ) Human Resource  
Faculty of Business Management  
Universiti Teknologi MARA  
MELAKA

Dear Sir,  
Rosmi Yuhasni bin Mohamed Yusuf

### SUBMISSION OF PROJECT PAPER

Attached is the project paper titled “**A STUDY ON THE IMPACT OF TYPES OF ORGANIZATIONAL CULTURE TOWARDS JOB SATISFACTION IN CARSEM (M) SDN.BHD**” to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you,

Yours sincerely,

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**NUR SHAZYANI BINTI SAMSURI**  
2008280192  
Bachelor of Business Administration (Hons) in Human Resource Management

## ABSTRACT

### A STUDY ON THE IMPACT OF TYPES OF ORGANIZATIONLA CULTURE TOWARDS JOB SATISFACTION IN CARSEM (M) SDN.BHD

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Every organization in Malaysia has their own culture environment that fits with the company and their employees. Thus, the different types of organizational culture somehow will affect the job satisfaction of employees in the organization. Due to this problem, organization should identify which types of organizational culture that can best fit with the employee's satisfaction in the organization. The main purpose of this study is to examine and gain a better understanding of the significant relationships between the types of organizational culture towards job satisfaction among employees in Carsem (M) Sdn.Bhd. There are several types of organizational culture which include clan, adhocracy, hierarchy and market in order to determine which types of organizational culture affect the job satisfaction of employee in Carsem (M) Sdn.Bhd.

Results of the present study showed that the most influential types of organizational culture that affects job satisfaction of employees is hierarchy. At the end of this study, the researcher come out with several recommendations in order to give clear vision for the organization to increase the level of job satisfaction and will give positive impacts towards employees and organization.

**Keywords:** Organizational culture, job satisfaction, clan, adhocracy, hierarchy ad market.

**Research Type:** Mode B

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