



**THE EFFECT OF JOB DESIGN ON JOB SATISFACTION LEVELS
AMONG EMPLOYEES
IN SYARIKAT AIR JOHOR (SAJ) HOLDINGS SDN. BHD.
KOTA TINGGI**

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(HUMAN RESOURCES)
FACULTY OF BUSINESS MANAGEMENT
UNIVERSITY TECHNOLOGY MARA
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DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION
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UNIVERSITY TECHNOLOGY MARA
“DECLARATION OF ORIGINAL WORK”**

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Hereby, declare that:

- This work has not previously been accepted in substances 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 our information have been specifically acknowledged.

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ABSTRACT

There is a need to determine if the way a job is designed has an impact on employee's satisfaction level. This study examines the effect of job design on job satisfaction among employees in selected organization. The study covered a sample of 136 respondents drawn from a total population of 214 employees in SAJ Holdings Sdn. Bhd. Kota Tinggi. The sample was selected through simple random sampling techniques. Primary data was collected through the use of questionnaires. A pilot study was undertaken on 20 employees to test the reliability and validity of the questionnaire. Data analysis that have been used in this research study are Pearson Correlation analysis, and Multiple Regression analysis.

From the findings of Pearson Correlation analysis, all independent variables (job rotation, job enlargement, and job enrichment) are significantly related to job satisfaction. In addition, job rotation is the most variable that related to job satisfaction.

Finally, the most important independent variable in the regression model was job rotation as it had the highest Beta value of 0.902. The study found out that job design affects job satisfaction levels among employees in SAJ Holdings Sdn Bhd. where both independent and dependent variables move in the same direction. It indicates that proper job design brings more job satisfaction and vice versa for the employees.