



THE IMPACT OF MOTIVATIONAL FACTORS ON EMPLOYEE JOB SATISFACTION IN THE ORGANIZATION

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BACHELOR OF BUSINESS ADMINISTRATION WITH HONOURS
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“DECLARATION OF ORIGINAL WORK”

We, Noor Halina Binti Hamidin, (900330-08-6286) and Amirah Su’aidah Binti Haris
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Hereby, declares 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 our information have been specifically acknowledged.

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Dear sir/madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper titled: “**THE IMPACT OF MOTIVATIONAL FACTORS ON EMPLOYEE JOB SATISFACTION IN THE ORGANIZATION**” to fulfil the requirement as needed by the Faculty of Business Management, Universiti Teknologi Mara (UiTM).

Thank you.

Yours sincerely,

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ABSTRACT

Job satisfaction had becomes one of the important elements in ones organization that can helps in their survival, productivity and also profitability. Employee job satisfaction is a continuous challenge for human resource manager because it is hard to determine their employee job satisfaction. When the individual feels that the organization he or she work does not fulfil his or her needs anymore or they feel unmotivated which can lead to job dissatisfaction, the intention to leave would be triggered in one's mind. The purpose of this study is to examine the relationship between company policies, relationship with other and quality of supervision with the employee job satisfaction. The data has been collected from employees at Jabatan Tenaga Kerja Melaka and Melaka International Trade Centre by distributing questionnaire to the 65 employees that being selected randomly. Results showed that the significant correlation relationship between the hygiene factors and job satisfaction. This study also used multiple regression analysis in order to identify which factor is most dominant to the job satisfaction in both organizations. This study is said to be beneficial to both of the company in order to increase their employee job satisfactions and reduce turnover. Recommendations for future research are also having been discussed.