



**A STUDY ON RELATIONSHIP BETWEEN PAY, FAIRNESS PERCEPTION
AND WORKING CONDITION TO EMPLOYEE'S JOB SATISFACTION
AT TENAGA NASIONAL BERHAD MUAR**

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**Submitted in Partial Fulfillment
Of the Requirement for the
Bachelor of Business Administration
(Hons) Human Resource Management**

**FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
KAMPUS BANDARAYA MELAKA**

JANUARY 2012

DECLARATION OF ORIGINAL WORK



**BACHELOR OF BUSINESS ADMINISTRATION (HONS) HUMAN RESOURCE
MANAGEMENT FACULTY OF BUSINESS MANAGEMENT
UNIVERSITI TEKNOLOGI MARA
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“DECLARATION OF ORIGINAL WORK”

I Suraya binti Md Ishak, (I/C Number: 881218-23-5084)

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 others 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

09th January 2012

The Head of Program
Bachelor of Business Administration (Hons) Human Resource Management
Faculty of Business Management
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Dear Madam,

SUBMISSION OF PROJECT PAPER

Attached is the project paper title "A STUDY ON THE RELATIONSHIP BETWEEN PAY, "FAIRNESS PERCEPTION AND WORKING CONDITION TO EMPLOYEE'S JOB SATISFACTION AT TENAGA NASIONAL BERHAD MUAR, JOHOR" to fulfill the requirement as needed by the Faculty of Business Management, Universiti Teknologi MARA.

Thank you

Yours sincerely,

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ABSTRACT

Job Satisfaction can be as an important indicator of how employees feel about their jobs and a predictor of work behaviors. The happier people are within their job, the more satisfied they are said to be. Job satisfaction also plays an important role in defining employee's efficiency and performance. Low job satisfaction will lead to the low morale which will cause employees to work less and concentrate more on negative aspect such as stress, depresses, absenteeism and so on. The past researcher shows that there are many factors that affect the employee's job satisfaction.

Present research study on three factors that could be the tools that can satisfy employees which are work condition, pay, and fairness. This study has been conducted within Tenaga Nasional Berhad Muar and it involved 30 respondents in different department. Results of the present study showed that the most influential factors that affects employee's job satisfaction is work condition. It's also shows that work condition has a positive and moderate correlation relationship with employee's job satisfaction. Recommendations for future research are also having been discussed.

Keyword – Employee's Job Satisfaction, Work Condition, Pay, Fairness

Paper Type – Research Paper